

**State of California
Office of Administrative Law**

In re:
Fair Employment and Housing Council

Regulatory Action:

Title 02, California Code of Regulations

**Amend sections: 11016, 11063, 11075,
11076, 11078, 11079**

**NOTICE OF APPROVAL OF REGULATORY
ACTION**

Government Code Section 11349.3

OAL Matter Number: 2020-0303-01

OAL Matter Type: Regular (S)

This action clarifies what constitutes employment discrimination based on religious creed or age by including examples of disparate impacts and providing details regarding pre-employment inquiries, job applications, and advertisements.

OAL approves this regulatory action pursuant to section 11349.3 of the Government Code. This regulatory action becomes effective on 7/1/2020.

Date: April 14, 2020



Eric Partington
Senior Attorney

For: Kenneth J. Pogue
Director

Original: Kevin Kish, Director
Copy: Brian Sperber