**FACT SHEET**

**LGBTQ+ PEOPLE**

**CALIFORNIA PROTECTS**

- If you have experienced discrimination or unequally because of their sexual orientation, gender identity, and disability, you have the right to file lawsuits for violations of certain federal civil rights laws, including Title VII.

**EXAMPLES OF UNLAWFUL DISCRIMINATION**

- Your neighbor keys your car because he does not like your smell.
- A hotel or restaurant that regularly hosts wedding receptions prevents you from being a guest because you are a trans woman.
- Your employer prohibits you from using the restroom because you are transgender.
- Your co-workers harass you because you are gay.

**QUESTIONS AND ANSWERS**

1. **Can I live in rental housing with a criminal record?**
   - Yes. It is unlawful for a landlord to discriminate against a tenant or prospective tenant on the basis of criminal history. However, landlords may consider criminal history in making a housing decision, such as whether to rent to an individual. While providers must consider the nature and relevance of criminal history, they cannot use it if it has an unjustified discriminatory effect on members of a protected class, even when the history was obtained through a criminal background check. If you think you have been unlawfully disqualified from rental housing because of your criminal history, you can contact us.

2. **If I have a criminal record, what should a landlord know?**
   - Landlords are prohibited from making decisions based on someone's criminal history that have an unjustified discriminatory effect on members of a protected class. They should consider whether the history could inform their decision. They should also consider the nature and relevance of the history, as well as the time since the history occurred. If a landlord does not consider these factors, it may be unlawful.

3. **What is a “protected class”?**
   - A protected class is a group of people who are protected from discrimination under California law. These include race, color, religion, national origin, sex, gender identity, gender expression, sexual orientation, and disability.

4. **How can I get help?**
   - If you think you have been unlawfully discriminated against, you can contact us for help. You can file a complaint with DFEH or file a lawsuit in court. You can also contact a community organization or a lawyer for additional information.

**Case Filings, Settlements, & News**

- [DFEH Laws Class Action](https://www.dfeh.ca.gov)
- [Fair Employment and Housing Council](https://www.fehc.ca.gov)
- [California Department of Fish and Wildlife](https://www.fishandwildlife.ca.gov)
- [San Diego Homesnap](https://www.sandiegohomesnap.com)

**Contact Us**

- By phone: 800-884-1684 (voice) or 800-700-2320 (TTY)
- By email: contact.center@dfeh.ca.gov
- For individuals who are Deaf or Hard of Hearing: 711 or the California Relay Service

**UPCOMING EVENTS**

- [April 22, 2020](https://www.dfeh.ca.gov)
- [April 29, 2020](https://www.fehc.ca.gov)
- [May 26, 2020](https://www.sandiegohomesnap.com)

**STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency**

GAVIN NEWSOM, GOVERNOR

Toll Free: 800-884-1684 | 800-700-2320 (TTY) | California’s Relay Service at 711