The Department of Fair Employment and Housing (DFEH) is responsible for protecting the people of California from unlawful discrimination in employment, housing, and public accommodations, and from the perpetration of acts of hate violence and human trafficking.

**Employment Complaint Flowchart**

1. **Initial contact with DFEH**
   - Online immediate Right-to-sue*
   - Intake form submitted
   - Does DFEH have jurisdiction?
     - Yes: DFEH complaint filed
     - No: Case closed with Right-to-sue*
     - Optional appeal within DFEH

2. Investigation
   - Did the investigation show reasonable cause that a violation occurred?
     - Yes: Settlement
     - No: Case closed with Right-to-sue*

3. Settlement
   - Voluntary mediation
     - No settlement
   - Mandatory mediation
     - No settlement
     - Prosecution by DFEH in court
       - Judgment by court

*Immediate Right-to-Sue is for employment complaints only. This guidance is for informational purposes only, does not establish substantive policy or rights, and does not constitute legal advice.