

## THIS JUST IN

All employers of 5 or more employees must provide training to all employees on sexual harassment and abusive conduct prevention. Employees must be retrained either two years from the date of completion of their last training or by the end of the next training year deadline; the next training year deadline is January 1, 2023. CRD provides free online training courses and resources at www.calcivilrights.ca.gov/shpt.



## **UPCOMING EVENTS**

	<b>SEP 19</b> 2022	<b>Employment Round Table of Southern California:</b> Disability Accommodations Part 1
	<b>SEP 23</b> 2022	Native American Heritage Commission: 2022 Native American Day
	<b>SEP 28</b> 2022	Shaw Law Group: Conducting Effective Workplace Investigations
1 A A	<b>SEP 29</b> 2022	<b>Civil Rights Department &amp; Department of Real Estate:</b> Fair Housing for Property Managers
	<b>ост 06</b> 2022	<b>Civil Rights Department:</b> Fair Housing and Survivors of Gender-Based Violence and Elder and Dependent Adult Abuse

ост ов	<b>Orange County Bar Association:</b>
2022	Labor and Employment September Symposium
ост 14	Health Consumer Alliance:
2022	Triennial Statewide Meeting
ост 16	Northern California Employment Round Table:
2022	Employment Background Checks including Criminal History
ост 18	Accessible Housing Program:
2022	Civil Rights Department Grievance Procedure
ост 25	<b>Employment Round Table of Southern California:</b>
2022	Disability Accommodations Part 2
ост 27	<b>CalPERS:</b>
2022	October Employee Resource Group Meeting
ост 27	<b>Shaw Law Group:</b>
2022	Workplace Insights with CRD

NOTE: outreach event information is hyperlinked when available

# CASE FILINGS, SETTLEMENTS, & NEWS

DATS DEPAR	TATE OF CALFORNIA   Business Consume Berlins and Strateg Spree	CHARLEN COMPANY
	Civil Rights Department 2016/auanchina Suar 101 (BAGmas (CA) 6016 800-884 1684 passes) 800-709-2200 (TVr) (Californa Visaydonico aucolettyra ca prv   contact control gene ca prv	ND/NH04 EMECT
September 2, 2022		Contact: Fahizah Alim (916) 585-7076
For Immediate Release		fahizah.alim@dfeh.ca.gov
	California Civil Rights Departr	ment Settles with JPMorgan Chase
	Bank N.A., Michaels Stores Ov	ver Failure to File Pay Data Reports
	Required Report Is Key Tool in Fighting	Gender and Racial Pay Discrimination
Sacra	mento - The California Civil Rights Departr	ment (CRD) (formerly DFEH) has settled two cases
again	st JP Morgan Chase Bank N.A. and Michael	Is Stores over the employers' failure to comply
	requirement that large employers report downs in the job categories and pay of the	

### **CRD Settles with JPMorgan Chase** Bank N.A., Michaels Stores

September 2, 2022

CRD had filed enforcement petitions against both companies in Alameda in May and June of this year after the employers. failed to file their require which were due by March 31st, 2021. Both employers, who were sent m them to file the required data prior to the Department's initiating enforce their overdue required reports for both 2020 and 2021 only after the Dep this spring. their overdu this spring.

JPMorgan Chase Bank N.A. Is the U.S. retail bank subsidiary of JPMorgan Chase & Co. and operates over 900 bank branches in California. It is the nation's and the state's largest consumer bank. Michaels Stores is a national arts and crafts chain; it is similarly the nation's and the state's largest arts and crafts retailer, with over 100 locations in California.

Both employers have entered into stipulated judgments with the Department to resolve thes cases, formally finding that the pay data reports were due on March 31, 2021 while the companies did not file their reports until more than a year later.

Michaels has agreed to pay the Department \$6,80 in fees and costs, and the court will retain jurisdiction to enforce the requirement in the event the employer fails to file their report on time in 2023. JPMorgan Chase Bank N.A. has agreed to pay the Department \$16,698 in fees an costs.

These enforcement actions are the first since the enactment of the pay data reporting requirement in JOD. California employers with more than 100 employees are required to fit the annual report, requirement the tagesthure impaced because pay discrimination is difficult to detect and address. The law allows CBD to seek an order competing any employer that fails to fie a report to comply with the law and to pay any costs, theiring attempt's these that and the second seco

The CRD is the state agency charged with enforcing California's civil rights lows. The mission of the CRD is to protect the people of California from unlowful discrimination in employment,

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