



California Civil Rights Department v. Activision Blizzard, Inc., Activision Publishing, Inc. and Blizzard Entertainment, Inc.

FAQ

The California Civil Rights Department (“CRD”) and Activision Blizzard, Inc., Blizzard Entertainment, Inc., and Activision Publishing, Inc. (“Defendants”) have agreed to settle CRD’s lawsuit against Defendants. On December 20, 2023, the parties filed the proposed settlement [“Consent Decree”] with the court for approval. The court approved the Consent Decree on January 17, 2024. You can review the full terms of the Consent Decree [here](#).

1 | What is this lawsuit about?

In 2021, after an almost three-year investigation, the California Civil Rights Department (“CRD”) filed an employment discrimination lawsuit against Activision Blizzard, Inc., Blizzard Entertainment, Inc., and Activision Publishing, Inc. (“Defendants”) alleging that they violated California law by engaging in unlawful employment practices against women based on sex.

2 | Why is there a settlement?

CRD has considered the expense and length of continued proceedings necessary to continue the action through trial and any possible appeals. CRD has also considered the uncertainty and risk of the outcome of further litigation, and the difficulties and delays inherent in any such litigation. Based on that, CRD has determined that the terms of the settlement agreement are in the best interests of the Class Members and the public interest.

3 | Am I covered by the settlement?

The settlement covers all women who worked as employees or contractors from October 12, 2015 through December 31, 2020 (the “Covered Period”). These women are called “Covered Individuals.” Each Covered Individual will receive a letter by mail, email, and text message to the extent Activision’s records have that contact information. The letter will be sent to each Covered Individual by the settlement administrator and will include an individualized notice (“Notice”) with details about the settlement and the payment process. The settlement administrator will also maintain a website, email address, and toll-free telephone number that Covered Individuals can use to obtain more information. We will update this FAQ to include that information once it becomes available. We expect that the settlement administrator will send the Notice and the settlement check toward the end of the first half of 2024. If you are unsure whether you are covered, please contact us at 1 (833) 525-4333. If you are a Covered Individual, any compensation you obtain through the settlement will cover this time period only, and not claims that might have arisen after December 31, 2020.

For purposes of this settlement, as stated in the Consent Decree, the terms “female(s),” “woman,” and “women” are used for ease of reference and include anyone who, according to their employment records, has self-identified to Defendants or the Temporary Staffing Agencies as a cisgender woman or transgender woman at any time during the Covered Period. If you are a Covered Individual, you are eligible for payment from the settlement. However, your payment may be reduced if you previously received money from a settlement agreement or severance agreement with Defendants. See [FAQ # 8](#).

4 | How much money does the settlement provide for?

Defendants will pay \$45,750,000 in total to Covered Individuals. More information on Covered Individuals' specific allocations will be provided in the Notice they will receive once a settlement administrator is selected and provided with information from Defendants and the Temporary Staffing Agencies that supplied workers to Defendants in the relevant time period. In general, a Covered Individual will receive a standard minimum payment as well as an additional payment based on the length of time they worked for Defendants during the class period. Some Covered Individuals may receive less if they have previously received a payment through any other settlement agreement or severance agreement with Defendants.

5 | Does the settlement require Defendants to make any changes?

The settlement requires Activision to make improvements over a three-year period:

- Activision will agree with CRD on a Consultant to evaluate Activision's implementation of the injunctive relief.
- The Consultant will prepare a report with an assessment of and recommended improvements to job qualifications, job leveling for new hires and promotions, new hire compensation decisions, and performance evaluations. If Activision does not agree to implement any recommendations, it will meet in good faith with CRD to agree on alternatives.
- Activision will continue its efforts regarding inclusion of underrepresented communities in recruitment efforts for qualified candidates.
- Activision will review its training materials and take into account the Consultant's recommendations.
- Activision will disclose to applicants information about the negotiability of compensation and acknowledges that its workers have certain rights to communicate with the government and to pursue legal action.

6 | I experienced a violation while working at Defendants, but I am not covered by the time period of the settlement. Is there anything that I can do?

If you experienced a violation that is not covered by the settlement, please consult an attorney to discuss your legal options. For example, if the violation occurred before October 12, 2015 or after December 31, 2020, it is not covered by the settlement. If you are working at Defendants and experience a violation in the future, it is not covered by the settlement. Likewise, if a violation was not one of the kinds of violations addressed by the settlement, it may not be covered by the settlement (e.g. allegations of race or disability discrimination). If you are a Covered Individual, please carefully review the paperwork you will receive from the settlement administrator. If you have questions regarding your individual situation, please consult with an attorney as CRD cannot provide legal advice.

IMPORTANT: there are *strict time limits* for pursuing legal claims by filing an administrative complaint or a lawsuit. For employment discrimination claims under the Fair Employment and Housing Act (or FEHA), except in special and rare circumstances, an employee must file an administrative complaint with the California Civil Rights Department within three years from the date they were harmed. Information about the California rules is available at [Complaint Process | CRD \(ca.gov\)](#). The time limit to file an employment discrimination administrative complaint with the federal Equal Employment Opportunities Commission (EEOC) is three hundred (300) days from the date they were harmed. Information about the federal rules is available at [Filing A Charge of Discrimination | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#).

7 | I am a “Covered Individual.” What are my next steps?

On January 17, 2024, the court approved the Consent Decree. Within approximately 135 days of the Consent Decree approval, the settlement administrator will provide all Covered Individuals with Notice. The Notice will include a breakdown of the Covered Individual’s payment, among other information, including next steps. The Notice will also include a website, email address, and toll-free telephone number that Covered Individuals can use to contact the settlement administrator for more information. Am I covered by the settlement if I previously signed a settlement agreement with Defendants?

8 | Am I covered by the settlement if I previously signed a settlement agreement with Defendants?

If you are a Covered Individual who previously signed a settlement agreement with Defendants, whether in connection with the EEOC’s own, separate Consent Decree with Activision Blizzard, or otherwise, you are still eligible to participate. However, your payment may be reduced by an “Offset Deduction”. Your Notice from the settlement administrator will include information about any deductions applied as a result of a prior settlement or release.

9 | What am I giving up by being part of this settlement?

By accepting payment, you will be considered to have opted into the settlement. By opting in, you release Defendants from any of the claims asserted on behalf of the class in CRD’s lawsuit against Defendants for any violations that took place between October 12, 2015 and December 31, 2020. More information will be included in your Notice. If you experienced a violation before October 12, 2015 or after December 31, 2020, please consult an attorney to discuss your legal options. See [FAQ #6](#).

10 | Do I have to participate in this settlement?

No. If you do not deposit or cash your payment within 180 days, the payment will be stopped, you will receive no money from this Settlement, and you will be deemed to have chosen not to participate.

11 | Who do I contact to provide information or ask questions about the settlement?

You can call CRD at 1 (833) 525-4333 or email CRD at blizzard@calcivilrights.ca.gov.