

THIS JUST IN

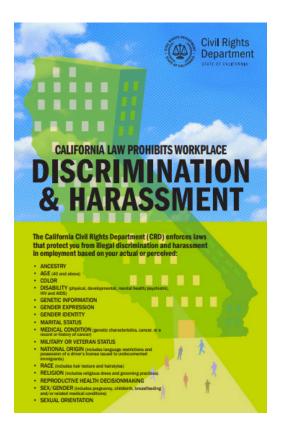
Have you completed your sexual harassment prevention training yet? The most recent training deadline was January 1, 2023. All employers of 5 or more employees must provide training to all employees on sexual harassment and abusive conduct prevention. Employees must be retrained either two years from the date of completion of their last training or by the end of the next training year deadline. CRD offers free training online for nonsupervisors and supervisors in 6 languages.





CRD partnered with the Equal Employment Opportunity Commission and Legal Aid at Work on an article for the Medical Board of California's newsletter: What Every Doctor Needs to Know: Writing Reasonable Accommodation Letters.

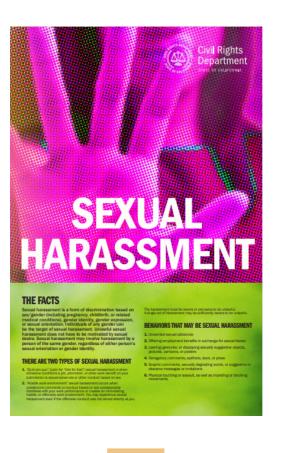
Most California employers are required to display the following posters (except the sexual harassment poster or fact sheet, which must be distributed). The required posters have been updated to reflect changes in the law effective January 1, 2023. They are now available on CRD's website, linked via the images below.



Employment Discrimination Poster



Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave Poster





Sexual Harassment

Transgender Rights in the

Poster

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Your Rights and Obligations as a Pregnant Employee Poster

NOTE: Additional languages are available on our Posters, Guides and Fact Sheets webpage

UPCOMING EVENTS

JAN 17	Civil Rights Department and Equal Employment
2023	Opportunity Commission: Retaliation in Higher Education
JAN 23	Berkeley Center on Comparative Equality and Anti-
2023	Discrimination Law: Conflict Resolution and Restorative Justice
JAN 25 2023	Fair Employment Rights for Californians with Disabilities: A Civil Rights Dept. and State Council on Developmental Disabilities Webinar Series - Part I
JAN 25 2023	California Lawyers Association Labor and Employment Section: Ban the Box: Criminal Background Checks in Employment
JAN 26 2023	Fair Employment Rights for Californians with Disabilities: A Civil Rights Dept. and State Council on Developmental Disabilities Webinar Series - Part II
JAN 26	Michigan Department of Civil Rights: "MI Response to Hate"
2023	Virtual Campaign Forum - Hate Crime Reporting Panel
FEB 01	Northern California Employment Roundtable:
2023	Pay Equity Best Practices

NOTE: outreach event information is hyperlinked when available

NEWS NEWS DW. CONTRACT NEWS KIES, DWILLTON

CASE FILINGS, SETTLEMENTS, & NEWS



January 4, 2023 Contact: Renée Rondinone (916) 206-3882 FOR IMMEDIATE RELEASE publicatifiains@calchoirights.ca.goz

CRD Files First Lawsuit to Enforce Protections For Housing Choice Voucher Holders Lawsuit alleges Socramento loadlords engaged in hote violence, discrimination, and retailation based on "Section 8" source of income, race, and disability

Sacramento - The Civil Rights Department (CR0) has field a lawsuit against two Sacramento landords, Carlos and Links Torres, for unlawfully discriminating against a ternant based on the tenart's source of income and nee, and for retailating, harassing, and threatening violence when the tenant attempted to assert her rights.

attemption to assert their right. The suit alleges the tunder's served the kinacit with an existen notice stating they no longer wanted rest to fixed air Kussing Choice (Section B) voucher holders, after the temain informate them alse using the notice was alse payments have been increasingle with the requirements of the vouche program. When she told the landbod's that it is unitable to tertile to the total because of them, when source of income, they haussed and intellates aligning the thread total to work the flight means, threads and unitable (based based based

request for reasonable modification to accommodate for dealbilly. Throughout the Static recall housing costs and exhibits (Lether out of reach for many Californians, ' and CRD Director Kein Kah, 'Source-of-income discrimination by housing provides exacutates the time and a unitability. Once should be heatment for asserting there rights to be free from housing dacommodion, regardless of race, disability, or the land Lausser of income they use to pay their rest'. The safe, files of Taccameted Courdy Support Coord (race mether 3-402-2003/1966), adapts violations of the Raph Cuik Rights Act, the Fair Employment and Housing Act (FRAH), and the Lumbol (Filights A.T. Capeter, these laws prohibit houring discrimination, and violinos based on protected dranateristics including race, color, source of income, and disability. (CD) is seeking staticly, compensatory, not purivel dranages for the terrat who compliance abards the policy as well as impactive relied.

are point, as terms as spacers reason.
In 2019, Governor Quark Nessons spaced Senate Bill 329 (Mitchel) into law, expanding the definition of 'source of income' in the FENA to include ternant who rely on rental assistance payments, including through the 'decident' fevaluing Choice voucher program. The law protects the appointment/ 900.000 low-income Californians who rely on rental assistance payments through voucher programs to secure table housing. Since the law week in off ether 12000, CHD has provider informational weehinar and

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January 3, 2023 Renée Rondinone (916) 206-3882 For immediate Release publicatifairs@calcivirights.ca.gov

KAN NEW DR. DOGWOR

CRD Settles Sexual Harassment And Retailation Housing Complaint in El Dorado County Landiards sought to evict tenant after she complained of harassment, will waive \$25,000 in rent

Sacramento – The California Civil Rights Department (CRD) has settled a housing complaint brought by a Placerville temant against her landlords to resolve allegations that the tenant experienced sexual harassment and retailation, including a retailatory eviction.

"CRD has statutory power to halt an eviction or seek other injunctive relief until the State's investigation can be completed," said CRD Director Kevin Ksh. "We will not hesitate to take immediate legal action to prevent retailation and protect the integrity of our investigations, w facts warrant It."

The parties resolved the matter after CBD shapes to intervent. Pursuant to the reliferent agreement, the landlows agreed to complete sexual backsmore prevention training waiter SLOVO In back new and future ent agreements for the terrar, and, or the next the wars, near fainh from directly indirectly performing any landlowd or property management responsibilities with respect to any residential dealing.

nsel Azadeh Hosseinian and FEH Counsel Irene Meyers represented CRD.

The CRD is the state agency charged with enforcing California's civil rights laws. The mission of the CRD is to protect the people of California from unlawful discrimination in employment, housing and public

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View Press Release

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