


AGENCY PROFILE

What veterinary practices need to know about regulatory agencies.

<p>Agency Name</p>	<p>California Department of Fair Employment and Housing</p>
<p>Logo</p>	
<p>General Info/ Agency Mission</p>	<p>The mission of the Department of Fair Employment and Housing is to protect Californians from employment, housing and public accommodation discrimination, and hate violence. The DFEH is the largest state civil rights agency in the country.</p>
<p>Legal Authority</p>	<ul style="list-style-type: none"> • California Fair Employment and Housing Act (FEHA) • California Family Rights Act (CFRA) • Unruh Civil Rights Act • Disabled Persons Act • Ralph Civil Rights Act • and others <p>All Acts may be found here.</p> <p>The Department has jurisdiction over both private and public entities operating within the State of California, including corporate entities, private sector contracts granted by the State of California, and all State departments and local governments. It does not have jurisdiction over federal entities and cannot help federal employees.</p>
<p>What it means to you</p>	<p>DFEH publishes several brochures and posters for employers and employees, and commonly represents employees who feel that they have been discriminated against based on disability (including pregnancy), illness, gender, age, ethnicity or sexual orientation. The DFEH also represents victims of workplace sexual harassment (also known as “hostile work environment.”) Complaints are filed online and representation is free if they take your case. DFEH can act as a dispute mediator to resolve and settle cases, but will also represent victims in court if alternate routes are exhausted. Also, employers with 5 or more employees must have a written Harassment and Discrimination Policy.</p>
<p>Contact</p>	<p>Department of Fair Employment and Housing 2218 Kausen Drive, Suite 100 Elk Grove, CA 95758 (916) 478-7251 Toll free (800) 884-1684 contact.center@dfeh.ca.gov Branch offices may be accessed here.</p>

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