Civil Rights Department
STATE OF CALIFORNIA

Training Menu

- All training sessions are 1 hour unless otherwise indicated
- All training sessions use interactive examples and case studies to illustrate common issues and engage participants
- Request a training session on this menu, or a unique training session, using the Speaking Engagement Request Form

Employment

Employment Discrimination Basics: Addresses basic employment concepts including discrimination, harassment, retaliation, reasonable accommodations for workers with disabilities, and rights of applicants and employees with criminal records.

Employment Protections for Workers with Disabilities: Addresses disability-related discrimination, harassment, and retaliation from hiring to termination. Discusses reasonable accommodations, including how and when to make a request, confidential medical documentation, and the interactive process in detail.

Employment Protections for People with Criminal Histories (The Fair Chance Act): Addresses the California Fair Chance Act, which protects people with criminal records from discrimination throughout the hiring process. Highlights Civil Rights Department resources, including an interactive guide for job seekers.

Employment Retaliation: Addresses discrimination and harassment, with a focus on retaliation, including examples and guidance on establishing a retaliation complaint, the Civil Rights Department's employment complaint process, and possible complaint outcomes.

Employment Protections for LGBTQ+ Workers: Addresses how to identify and respond to discrimination, harassment, and retaliation against LGBTQ+ people in the workplace, including California-specific protections (name changes and pronouns, clothing / uniforms, bathrooms, and confidentiality during medical transitions).

Employment Protections for Pregnant Workers and New Parents: Addresses reasonable accommodations for pregnancy and pregnancy-related disabilities, discrimination and harassment of pregnant and lactating workers, and job-protected leave after the birth of a child.

Employment Protections for Survivors of Violence and Crime Victims: Addresses job-protected leave and workplace safety accommodations for employees who are survivors of qualifying violent acts, as well as employees whose family members are survivors. Explains who is covered, qualifying reasons for leave, confidentiality requirements, and anti-retaliation protections.

Housing

Housing Discrimination Basics: Addresses basic housing concepts including discrimination, harassment, and protections relating to people with disabilities, sources of income (like a Section 8 Housing Choice Voucher), and people with criminal histories.

Advanced Topics in Fair Housing: Addresses complex common issues and laws, including source of income discrimination, protections for people with criminal histories, and harassment.

Fair Housing Rights for People with Disabilities: Addresses housing protections for people with disabilities, including reasonable accommodations to policies and procedures, and reasonable modifications to property.

Emotional Support Animals: Addresses emotional support animal protections in housing from applications to lease termination, including the difference between an emotional support animal and a service animal, documenting disability-related needs, and breed restrictions.

Fair Housing and Criminal History: Addresses legal protections for people with criminal histories looking for housing and protections for retaining housing during or after a criminal conviction.

Source of Income Discrimination: Addresses California discrimination protections related to applicants' and tenants' source of income including Section 8 Housing Choice Vouchers, and other rental assistance.

Hate Violence

Hate Crimes, Hate Incidents, and Reporting Options: Addresses distinctions between criminal and civil laws protecting people from hate crimes and hate incidents, with an emphasis on reporting hate incidents (why to report, how to report, and resources for survivors).

Hate Violence Overview (The Ralph Civil Rights Act): Addresses protections against hate violence, threats of violence, and hate littering under The Ralph Civil Rights Act. Provides an overview of California hate crime data.

Addressing Discrimination and Conflict in K-12 Schools: Provides guidance on preventing and responding to hate, discrimination, and conflict within the school environment. Features four modules that can be taken in sequence or individually: 1) Understand Your Obligations: Law and Policies 2) Promoting a Positive Climate 3) Conflict Resolution Skills 4) Promoting Positive Systemic Change

Discrimination at Businesses

Protections from Discrimination at Businesses (The Unruh Civil Rights Act): Addresses protections against discrimination and harassment at businesses. Discusses reasonable accommodations, events and discounts for specific groups, and the Civil Rights Department *Welcome In Business Recognition* program (free and open to California businesses).

General Information

Civil Rights Department General Overview: Addresses laws enforced by the Civil Rights Department, including discrimination and harassment in housing, employment and businesses, as well as support for people targeted for hate violence and survivors of human trafficking.

Civil Rights Department Complaint Process Overview: Addresses the Civil Rights Department discrimination complaint processes related to employment, housing, businesses, public places, hate violence, and recipients of state funding. Discusses dispute resolution activities related to the complaint process.

Civil Rights of LGBTQ+ People: Addresses California-specific rights of people who are LGBTQ+ in employment, housing, businesses, public places, by recipients of state funding, and related to hate violence. Discusses name changes and pronouns, clothing / uniforms, bathrooms, and healthcare services.

De-Escalation and Navigating Difficult Conversations: Addresses how to de-escalate tense situations by using active listening, "I" statements, and framing, reframing and re-direction. Discusses best practices to prepare for difficult conversations, including self-awareness, cultural awareness, and situational awareness. This training is 2 hours.

Community Conflict Resolution Unit Overview: Addresses the Civil Rights Department's Community Conflict Resolution Unit, which assists communities and state and local bodies constructively resolve discrimination-related conflict that has a community-wide impact.