2025

ANNUAL REPORT

CIVIL RIGHTS DEPARTMENT



This report has been prepared pursuant to Government Code section 12930(k), which requires the Civil Rights Department to "render annually to the Governor and the Legislature a written report of its activities and its recommendations."

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EXECUTIVE SUMMARY

The California Civil Rights Department (CRD) is the institutional centerpiece of California's broad policy against discrimination and harassment in all its forms. Born out of a decades-long struggle for civil rights in employment, housing, and business establishments, CRD has been at the forefront of the fight against discrimination in California since its inception.

While there has been enormous progress, discrimination remains a significant challenge in California and across the country. Throughout 2025, CRD continued to use a range of tools to take action, including investigations, litigation, mediation, regulations, and outreach and education. Each year, the department's efforts lead to significant policy change across the state and help bring in millions of dollars in relief to impacted Californians.

In 2025, CRD staff continued to help get the job done. From securing an appellate court order protecting same-sex couples from discrimination at businesses across the state to taking on discrimination against a Black and Latino family in a home appraisal, the department continues to make a difference in people's lives.

CRD has offices across California in Sacramento, Bakersfield, Fresno, Los Angeles, Oakland, and Riverside. In 2025, the department had approximately 340 positions and an operating budget of roughly $71 million. Whether it is investigators, mediators, lawyers, or information technology and outreach specialists, staff at CRD are driven by their shared commitment to standing up for Californians and preventing discrimination from occurring.

Some of the department's achievements from 2025 include:

Case Work Stats

- Launching 6,296 investigations into alleged civil rights violations.
- Obtaining 920 settlements through conciliation, mediation, and litigation.
- Securing over $16 million in relief for complainants and a wide range of policy change.

Outreach Highlights

- Engaging with the public at nearly 400 events across the state, from Yreka to Calexico.
- Signed up more than two dozen businesses to participate in a pilot program to support safe and inclusive environments for customers.
- Issuing more than 650 compliance letters to address discriminatory advertisements.

SECRETARY'S LETTER

I want to congratulate the Civil Rights Department (CRD) and its dedicated staff for their important work enforcing state law and defending the rights of Californians over the past year, with particular emphasis on housing and employment discrimination.

In 2025, the Governor's Reorganization Plan was approved and the California Housing and Homelessness Agency (CHHA) was created to bring together the state's housing, homelessness, housing finance, and civil rights departments under one coordinated structure — delivering faster results and lasting impact for all Californians.

Fair access to housing is a cornerstone right, which allows Californians to meaningfully participate in nearly every aspect of daily life. CHHA champions civil rights by expanding housing opportunities and advancing policies that prevent discrimination. The work of CRD is central to CHHA's mission, and I am proud of their efforts.

From fair housing enforcement and action on biased appraisals or denials of housing accommodations to securing settlements addressing workplace discrimination, harassment, and pay inequity, as well as efforts to expand pay transparency and identify and close pay disparities, CRD continues to lead the way in ensuring we are a California for All.

Sincerely,



Tomiquia Moss
Secretary, California Housing and Homelessness Agency

DIRECTOR'S LETTER

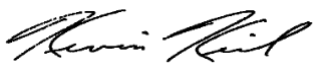
There is no shortage of challenges confronting people in California and across the country. From federal efforts to roll back civil rights protections to alarming highs in reported hate, the need for robust education and enforcement at the state level is clearer than ever. And, at the California Civil Rights Department, we remain committed to answering the call. Through proactive litigation, investigations, dispute resolution, research, community outreach, and a range of other tools, our team is fighting for Californians from all walks of life every single day.

Our work in 2025 reflected that commitment. We helped a family take action against an appraisal company that allegedly lowballed them because of the color of their skin. We fought to ensure pregnant workers get the support they need and are entitled to on the job. We stood up for full and equal services for all Californians at businesses in our state. We helped bring change to an office's culture in the face of allegations of unchecked sexual harassment. We teamed up with professional sports teams to confront hate in our communities. We secured policy change across the state through over 900 settlements that resulted in millions of dollars in relief to Californians.

When we succeed, it is because Californians are willing to put their trust in us. It is the people who speak out against injustice and discrimination in their communities who help us make a difference for all Californians. Whether in housing, employment, businesses, or other aspects of everyday life, civil rights work takes people coming together — often at great cost to themselves — to have an impact. As the largest state civil rights agency in the country, we will keep doing our part to help lead the fight. The challenges will always be there, but so will the people who speak out for what is right. We're fortunate to live and work in a state that is dedicated to building a California for all.

In 2025, this culminated in the formal approval of the Governor's Reorganization Plan, which paved the way for our department to join the newly formed California Housing and Homelessness Agency. Through this new structure, we will continue to enforce California's broad civil rights protections and build on the promise of fair housing as a foundational component to helping Californians fully participate in the daily life of their communities. I am grateful for the support of my many colleagues within the department and throughout the Governor's Administration who share our commitment. Our work continues and it matters. In this annual report, I'm proud to share some of our accomplishments from 2025.

Sincerely,



Kevin Kish
Director, California Civil Rights Department

CIVIL RIGHTS COUNCIL

Throughout 2025, the Civil Rights Council continued to implement some of the strongest civil rights protections in the nation while also ensuring that civil rights regulations remain up-to-date and relevant to today's society.

The rapid advancement of artificial intelligence and other technology affects all Californians. Recognizing the need for guidance regarding how to protect against discrimination while using "automated-decision systems," the Council promulgated cutting-edge regulations clarifying California workers' rights when their employers make decisions about their employment using these systems. The public actively engaged with the Council in this rulemaking, offering expertise, perspectives, and suggestions related to the landscape of artificial intelligence – what exists today, the purposes for which it is used, and the risks and benefits of the use of such technology.

In addition, the Council updated and amended regulations specifying the non-discrimination language that must be included in state contractor's contracts and began assessing additional topics that would benefit from regulatory guidance. The Council held four hybrid public meetings throughout California, including two public hearings – one regarding the automated-decision system regulations, and the other related to regulations clarifying the nondiscrimination requirements applicable to state contractors and subcontractors.

The Council also welcomed new Councilmember Indira-Cameron Banks, who was appointed to the Council on March 14, 2025, and bid farewell to outgoing Chair David Garcia and Councilmembers Julie Wilensky and Hellen Hong, each of whom made significant contributions to the work of the Council.

I want to extend my sincere appreciation to former and current councilmembers, who champion the civil rights of Californians, whether in the workplace, applying for jobs or housing, participating in government programs, or visiting private businesses. The Council looks forward to continuing this important work through 2026 and beyond.

Sincerely,



Candice Cho
Chair, Civil Rights Council

COMMISSION ON THE STATE OF HATE

Hate continues to impact millions of people in California every year. Californians are impacted by hate everywhere — from public transit and sidewalks to schools, houses of worship, workplaces, and homes. The impact of hate has the potential to extend beyond immediate victims and affect entire communities. Nearly every group in California that has been historically marginalized continues to face disproportionately high rates of hate.

The Commission on the State of Hate was established in 2022 to enhance efforts in California to not only understand and measure hate, but to respond and prevent it. With support from the exceptional scholars and staff at the Civil Rights Department, the Commission publishes an annual accounting of hate activity in California coupled with evidence-based recommendations for addressing hate. We accomplish this through research, consultations and presentations with renowned experts, and hearing from communities throughout California about how hate has affected them and their ideas for solutions.

In 2025, the Commission published its second annual report. We found that California continues to face elevated levels of hate. The report described the ways that hate manifests in various places and the myriad harms it inflicts upon communities throughout our state. The report also identified opportunities to improve law enforcement responses and the measurement of hate. The report further highlighted the critical role that community-based organizations play in responding to hate, particularly at a time when many report fear and civil rights deprivations from constituents. Finally, the report issued evidence-based guidance for hate prevention through school programs and public messaging campaigns. We introduced 19 interim recommendations for addressing hate in California, which we shared with other agencies, NGOs, and the Legislature.

We also held forums throughout the state on issues facing Californians. The forums uplifted community-based solutions to hate, including efforts to support immigrant communities, foster constructive dialogue, and create more peaceful schools free of hate. I am deeply grateful to my fellow Commissioners, the Civil Rights Department, and the community members who have shared their experiences and insights.

As we continue our work, we invite you to join us. Our meetings and forums are open to the public, and you can learn more about our latest findings and recommendations by visiting our website. Together, we can create a more just and inclusive California.

Sincerely,

Brian Levin

Brian Levin
Chair, Commission on the State of Hate



ORGANIZATIONAL OVERVIEW

The California Civil Rights Department is the institutional centerpiece of California's broad policy against discrimination and harassment in all its forms. Born out of a decades-long struggle for civil rights in employment, housing, and business establishments, CRD has been at the forefront of the fight against discrimination in California since its inception. CRD has offices across California in Sacramento, Bakersfield, Fresno, Los Angeles, Oakland, and Riverside. In 2025, the department had approximately 340 positions and an annual operating budget of roughly $71 million.

CRD's mission is to protect the people of California from unlawful discrimination in employment, housing, public accommodations, and state-funded and administered programs and activities, and from hate violence and human trafficking. To accomplish this mission, CRD investigates, mediates, and prosecutes complaints related to violations of the Fair Employment and Housing Act, Equal Pay Act, Unruh Civil Rights Act, Disabled Persons Act, Ralph Civil Rights Act, Fair Chance Act, Trafficking Victims Protection Act, and other civil rights laws.

These laws empower CRD to conduct a wide range of activities to combat discrimination across the state. In addition to investigations, mediations, and litigation, the department also puts forward regulations, conducts research, and engages in community outreach. To further this work, the department relies on dedicated public servants spread across various divisions and units, all playing an important role in supporting and executing CRD's efforts to protect and uphold the civil rights of California's residents. The primary divisions across the department are listed below.

Enforcement: The Enforcement Division receives, investigates, and conciliates complaints of civil rights violations. The division also runs the department's contact center, which responds to general inquiries from the public and provides language support and accommodations for interactions with the department.

Dispute Resolution: The Dispute Resolution Division provides free mediation services for a wide range of complaints filed with CRD. Staffed by trained, neutral mediators, the division helps parties work together to reach mutually agreeable resolutions to civil rights complaints. The division also houses the Community Conflict Resolution Unit, which works with communities to constructively manage or resolve conflict and minimize the potential for violence.

Legal: The Legal Division supports priority investigations, engages in mediation, secures settlements, and, when necessary, prosecutes civil actions, including complaints of systemic discrimination impacting people across California. The division also provides legal guidance to the department, leads the pay data reporting program, and processes requests for public records.

Legislation, Regulation, and Policy Division: The Legislation, Regulation, and Policy Division conducts legislative and regulatory affairs and supports the Civil Rights Council and Commission on the State of Hate. As part of its work, the division leads research and analysis related to legislation, hate crimes and incidents, and other civil rights issues.

Strategic Initiatives and External Affairs: The Strategic Initiatives and External Affairs team leads outreach to community organizations and members of the public, tribal engagement, the state's anti-hate hotline, internal training and staff development, the review of administrative appeals, and processes requests for support related to certain immigration proceedings.

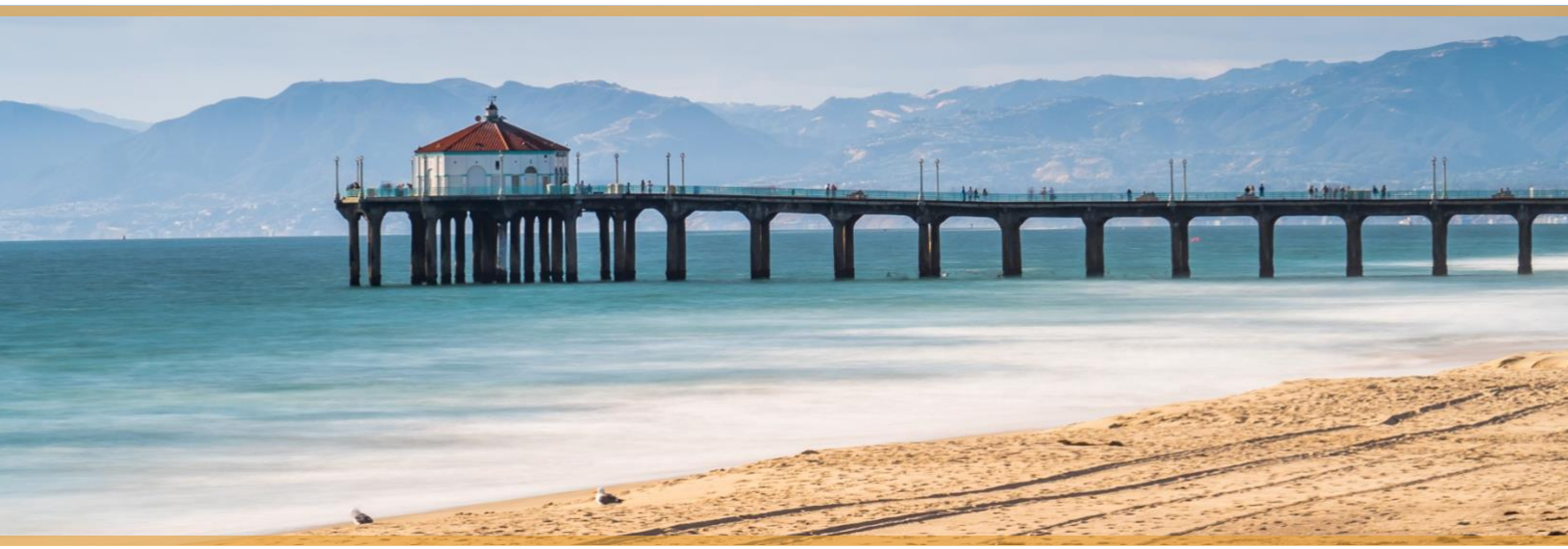
Administration: The Administrative Division provides critical human resources, contracting, fiscal management, and procurement services for the department.

Information Technology: The Information Technology Services Division drives the digital backbone of the department by delivering secure, reliable, and forward-looking technology services. The division maintains CRD's statewide infrastructure, safeguards systems and data, supports application development and operations, and enables staff to serve the public efficiently through modern, resilient tools and platforms.

Public Affairs: The Public Affairs Division executes CRD's communications strategy, including by issuing press releases, connecting with the public through social media and newsletters, and fielding requests for information from the media.

Civil Rights Council: The Civil Rights Council promulgates regulations that implement California's civil rights laws, conducts inquiries, and holds hearings on civil rights issues confronting the state.

Commission on the State of Hate: The Commission on the State of Hate works to advance the state's efforts to stop hate by conducting research, developing policy and programmatic recommendations, and engaging with California's diverse communities.



MAJOR ACCOMPLISHMENTS

In 2025, the Civil Rights Department continued to take action to enforce the civil rights of people across the state. From securing a precedential appellate court order protecting same-sex couples from discrimination at businesses across the state to taking on discrimination against a Black and Latino family in a home appraisal, the department continues to make a difference in people's lives. Below are a few key examples of CRD's accomplishments in 2025.

FIGHTING FOR FAIR HOUSING FOR ALL

California continues to fight for fair housing for all. Whether it is using research to identify patterns in discrimination or pushing back on repeated accommodation denials and maintenance failures at an apartment building that leave people with disabilities stranded, CRD is committed to ensuring everyone's housing rights are protected. In 2025, CRD helped lead the charge in tackling housing discrimination in all its forms across the state. Examples of this work include:

- **Undercover Testing:** In 2025, CRD used a wide range of tools to help bring violations of state civil rights protections to light. This included settlements where undercover testers asked about certain policies or services to gauge compliance with state civil rights laws. In one instance, this led to a property management company with more than two dozen apartment complexes across California updating its screening policies to halt blanket denials of prospective tenants with past arrests or convictions. In another, a senior living facility agreed to take steps to help ensure improved access to sign language interpretation for people with disabilities.

- **Childcare Providers:** CRD also helped a tenant get $80,000 in compensation after a landlord unlawfully tried to evict her for operating a childcare business out of her rental property. Under California law, landlords are prohibited from discriminating against tenants because they run a licensed childcare center out of their home. Discrimination can take many forms, including refusing to rent to someone, charging higher rent, or eviction. The settlement also led to training and reporting requirements for the landlord.
- **Crime Victims:** In 2025, CRD stepped in to help change policies at nearly 100 properties across Northern California after a woman and her children were served an eviction notice. The notice came after the woman called police to report domestic violence and then was told she had violated a provision of her lease prohibiting violence. In California, penalizing victims of domestic violence because of the actions of an aggressor can violate state fair housing protections. The settlement also resulted in nearly $50,000 for the family.
- **Families with Children:** Under California law, housing providers cannot discriminate against people based on a range of protected characteristics, including because they are part of a family with children under the age of 18. This means that housing providers generally cannot impose overly restrictive rules that discourage or prohibit play activities outdoors or in common areas. In 2025, the department reached an $85,000 settlement with the owners of approximately 100 condominiums in San Diego County after receiving a complaint about children being targeted by property staff for playing outside.

PUSHING BACK ON DISABILITY DISCRIMINATION

Throughout the year, CRD continued to fight for the rights of people with disabilities. From a settlement to require the Town of Truckee to protect accessible parking spaces during snow removal operations to a $200,000 settlement for a public employee who was allegedly mocked and harassed because of their disability, disability discrimination remains one of the most common types of discrimination reported to the department.

One example of the state's ongoing work was a major federal court decision in 2025 that one of the largest growers of carrots in the world engaged in a pattern or practice of disability discrimination against farmworkers. The ruling in favor of the state's arguments came after CRD filed a lawsuit against the company in 2021 alleging disability discrimination against farmworkers who suffered injuries or illnesses that affected their ability to work.

According to the lawsuit, the farm for years automatically funneled workers with job-related and other disabilities into taking unpaid leave, making little to no effort to find alternatives such as providing assistive aids or different work assignments. While some employees were able to use workers' compensation benefits, as soon as those benefits expired, they faced a nearly impossible choice: take unpaid leave or get back to work without accommodations. The state has strong protections for workers and CRD will keep pushing back on discrimination in all its forms.

STEPPING UP SUPPORT IN THE AFTERMATH OF HATE

In 2025, CRD released new data showing ongoing demand for support through California vs Hate, the state's first-ever multilingual statewide hotline and resource network aimed at helping people get support after experiencing hate. During 2024, CA vs Hate responded to nearly 1,200 reports of hate across nearly 50 different counties. Of those reports, more than two-thirds resulted in people agreeing to follow up for services, including legal aid or mental health counseling.

CA vs Hate provides a safe, anonymous option for victims and witnesses of hate in California to report and get support. Reports can be made in 15 different languages online and in more than 200 languages over the phone. The hotline accepts all reports of hate, not just those that may be criminal in nature. People who report are eligible for ongoing care coordination that can connect them with a range of resources, including legal assistance, financial support, mental health counseling, and mediation services.

The program also continued to successfully collaborate with organizations across the state, including by teaming up with professional sports teams to take a stand against hate at select heritage and community celebration games. During United Against Hate Week, this work culminated in the unveiling of a new public mural in downtown Oakland to celebrate the city's rich multicultural heritage and push back on hate. This work remains critical, particularly in light of research sponsored by the department showing that an estimated 3.1 million Californians had directly experienced hate in previous year.

> "Sports have the power to unite people across all backgrounds," **said CRD Director Kevin Kish.** "Engaging fans in conversations about what we can all do to combat hate allows us to make our communities stronger, safer, and more welcoming for all."

CA vs Hate is one of several key state initiatives to combat hate. Its support network builds on other existing efforts, including grants under the Stop the Hate Program from the California Department of Social Services, which has funded numerous CA vs Hate partners, and millions in non-profit security grants administered by the California Governor's Office of Emergency Services.

In addition, within CRD, the Community Conflict Resolution Unit helps communities in California work through conflict, prevent violence, reduce tension, and find solutions everyone can agree on in response to discrimination or hate. The department also supports the work of the California Commission on the State of Hate and, in 2025, launched a new pilot program, called "Welcome In" to support safe and inclusive businesses in the state.

PROTECTING YOUR RIGHTS AT BUSINESSES

Whether it was launching a new pilot program to support safe and inclusive businesses or making sure people can enter stores with their service animal, CRD took action in 2025 to help protect the rights of Californians at businesses all across the state. Under California law, businesses are prohibited from discriminating against people because of who they are or where they come from. That means that businesses open to the public cannot treat people worse — including by charging higher prices, providing inferior services, or denying service — because of protected characteristics like a person's race, religion, or sexual orientation. The law applies to a wide range of businesses in the state, such as restaurants, hotels, hospitals, gyms, and more.

In 2025, the department's work on this front was exemplified by major court rulings — including at the U.S. Supreme Court — protecting the rights of same-sex couples in a case involving a Bakersfield bakery. In 2017, the bakery refused to sell a generic, multi-purpose white cake to a local lesbian couple. The couple wanted to buy the predesigned cake to celebrate their wedding, but the bakery refused to sell it to them based on its policy not to sell cakes for celebrations of same-sex unions. The couple then filed a complaint with CRD.

After investigating the complaint, CRD found cause to believe that the bakery had violated the law and sued in 2018. After the state won a reversal of the bench verdict at the appellate court level, the bakery asked the U.S. Supreme Court to review the decision. However, the court declined, leaving in place the state's robust civil rights protections at businesses. The court of appeal's earlier decision clarified that a predesigned, multi-purpose cake does not count as protected speech. The state remains committed to upholding the longstanding principle guaranteeing all Californians full and equal access to services and goods in the marketplace.

HELPING CALIFORNIANS LEARN ABOUT THEIR RIGHTS

A key part of enforcing California's civil rights laws is making sure people across the state know about the protections that exist and ways to get support. People can't report violations of rights they don't know about, follow laws they don't understand, or use government services they can't reach. As part of the department's efforts, CRD works to directly connect with Californians all across the state to help them learn about their rights. In 2025, the department shared civil rights resources with Californians at more events than ever, participating in nearly 400 events.

In 2025, CRD also continued to develop new materials to help make sure Californians have critical information about their civil rights. From a new factsheet to help protect the rights of tenants in the face of harassment by other tenants to launching a resource hub in the aftermath of the Los Angeles fires to remind Californias of their rights during disasters, these guidance materials help ensure Californians understand their rights. Other materials from 2025 include a factsheet on age discrimination in the workplace and guidance for victims of violence to take time off from work.

The department also ramped up other aspects of its outreach and education initiatives. Building on the department's expansion of its free "Civil Rights 101" webinar series to include monthly trainings focused specifically on addressing disability discrimination, CRD added even more webinars in 2025 to cover a wide range of special topics to help provide a deeper dive into different civil rights issues. These special topic webinars included information on emotional support animals in housing, a dedicated session on navigating the department's complaint process, and civil rights protections against hate violence. By expanding the webinar series, CRD continues to take action to proactively remind employers, housing providers, and members of the public of their rights and responsibilities under California's laws.

FIGHTING FOR THE RIGHTS OF WORKING FAMILIES

In 2025, CRD kept up the fight for the rights of pregnant workers through a settlement with Whole Foods over allegations that a worker was unlawfully discriminated against and eventually fired from a Berkeley location after requesting pregnancy-related accommodations. Under California law, pregnant workers are entitled to a range of protections, including up to four months of disability leave per pregnancy and accommodations to allow them to stay on the job. For instance, employers with five or more employees are required to reasonably accommodate medical needs related to pregnancy or childbirth, such as modifying work duties, providing a stool or chair, or allowing more frequent breaks.

According to a complaint made to the department, the worker informed Whole Foods that she was pregnant and provided her employer with medical verification for specific accommodations, such as not lifting heavy objects, reduced time standing, and avoiding extreme heat from ovens or cooktops. The worker alleged that despite her having provided the medical notice, her requested accommodations were never granted. After complaining about it to Whole Foods and submitting additional information from her medical provider, she claimed that she was then told that she was being put under investigation because she forgot to punch in for a shift — even though, according to her complaint, other employees had not been fired in the past for similar mistakes — and was eventually fired.

As part of the settlement, Whole Foods committed to taking a range of actions to help protect the rights of workers across the state, including:

- Submitting its training materials on disability and reasonable accommodations to CRD for review and working with the state to incorporate any proposed recommendations.
- Providing in-person training to its human resources staff in California on the state's civil rights laws, including a focus on disability and reasonable accommodation requests.
- Compensating the individual complainant for lost wages and other harms.

PUTTING A SPOTLIGHT ON PAY EQUITY

Each year, billions of dollars are lost due to pay inequities impacting women and communities of color. As part of the effort to address the issue, California annually collects and analyzes pay and demographic data from large California employers. The program encourages employers to conduct self-assessments of pay disparities, promotes voluntary compliance with equal pay and anti-discrimination laws, and supports CRD's efforts to efficiently identify wage patterns and allow for effective enforcement of anti-discrimination laws in the workplace.

In 2025, CRD released new findings on pay equity in the state, including:

- Senior managers or executives were almost twice as likely to be men (64%) as compared to women (36%).
- Similarly, employees in the highest pay range earning $144,560 or more were also almost twice as likely to be men (64%) as compared to women (36%).
- Senior managers or executives were much more likely to be white (59%), even though white workers made up less than a third of the people in the data (31%).
- Similarly, just 1 in 25 Latinos and roughly 1 in 10 Black and Native American workers were in top-earning positions making $144,560 or more.

CRD is committed to combatting pay inequities across the state, including through ongoing efforts to ensure compliance with the state's pay data reporting program. In 2024, the department secured a $15 million settlement with Snapchat to resolve a more than three-year investigation over claims of employment discrimination, equal pay violations, and sexual harassment and retaliation. In 2023, CRD obtained a nearly $100,000 settlement against Cambrian Homecare to resolve repeated alleged failures to report pay data to the state. The department also announced a $54 million settlement with Activision Blizzard and final court approval of a $100 million settlement against Riot Games to resolve allegations of sex-based discrimination, including with respect to equal pay, at both companies. In 2022, CRD secured a set of then first-of-a-kind stipulated judgments against Chase Bank and Michaels to ensure the companies' compliance with California's pay data reporting laws.

"While California continues to have one of the lowest gender pay gaps in the nation, we can't rest until we make much more progress," **said California Housing and Homelessness Agency Secretary Tomiquia Moss.** "These numbers show where employers can focus efforts to bridge those gaps to provide opportunity and success for all Californians, and to make the phrase equal pay for equal work a reality."



OUTREACH AND EDUCATION

A critical component of meeting the Civil Rights Department's mission is conducting outreach and education to help inform the public about state civil rights protections. This includes providing clear, accurate, and accessible information related to rights and responsibilities under the laws that CRD enforces. Outreach and education help prevent discrimination and make it more likely that discrimination will be reported when it does happen. Among other outreach and education efforts in 2025, CRD:

- Engaged with the public through nearly 400 events, presentations, and trainings both online and in person all across the state, from Yreka to Calexico.
- Connected with as many as hundreds of thousands of Californians through targeted public service announcements and in-language radio programs.
- Provided free online trainings to combat sexual harassment in the workplace to over 429,000 employees, including to nearly 35,000 in languages besides English.
- Sent over 650 compliance notices to address potential violations of state civil rights laws in housing and employment advertisements.
- Shared tailored information on the Fair Chance Act and protected leave for new parents through online interactive guides, which were accessed over 2,000 times.
- Published and disseminated new or updated guides and factsheets available in multiple languages, including guidance on leave protections for crime survivors.
- Oversaw over 80 fair housing tests for source-of-income, national origin, race, and familial status discrimination.
- Signed more than two dozen businesses up for the state's Welcome In program to help create safe and inclusive spaces at stores across California.

COMMUNITY CONFLICT RESOLUTION

As a national leader in addressing hate and discrimination in all its forms, the Civil Rights Department is one of the only state anti-discrimination agencies with a dedicated team focused on helping entire communities address and resolve conflict. Through the Community Conflict Resolution Unit (CCRU), CRD partners with communities and local and state public bodies to constructively manage disputes, reduce tension, and prevent hate-motivated violence. This work is particularly important following recent efforts to dismantle the federal equivalent, the Community Relations Service. All CCRU services are free, voluntary, and confidential.

Since launching in 2022, CCRU has helped address community conflict in more than 423 community engagement sessions, including over 50 conciliations and dozens of trainings. CCRU activities include:

- Designing conflict resolution processes.
- Facilitating community engagement sessions.
- Mediating conflict as a neutral third party.
- Conducting trainings.
- Providing consultations on specific questions to reduce discrimination.

CCRU's services are unique because they are neutral and impartial. The unit does not assign fault or blame to anyone using its services, refer cases for enforcement, or initiate legal complaints in the court system. A few examples of some of CCRU's services include:

- **Addressing divisive conflict between groups.** CCRU has demonstrated expertise in addressing deeply rooted conflicts, including those involving tribal and local governments. In one example, CCRU facilitated a historic first meeting between a tribe and a local government, resulting in updates to the local general plan.
- **Supporting government entities.** CCRU offers guidance and consultations on inclusive community engagement, strategies for navigating difficult or disruptive conversations with community members, and techniques for how to de-escalate tension that may arise from these interactions.
- **Addressing civil rights in housing for people with disabilities.** In response to concerns raised by individuals, community members, and legal advocates, CCRU organized an educational summit in a rural community experiencing ongoing conflict between residents and housing providers. The summit addressed misinformation and tension related to disability rights and the need for housing providers to implement necessary changes to comply with disability access laws.

COMPLAINT PROCESS

In 2025, the Civil Rights Department continued to take action on its core functions of receiving, investigating, mediating, and prosecuting civil rights complaints. When someone files a discrimination complaint with CRD, the department evaluates the allegations and decides whether to accept the case for investigation. If it accepts the case, CRD independently investigates the facts and the legal issues. This involves reviewing respondents' responses to complaints and other information and evidence that complainants and respondents submit, among other things. In some matters, the parties are able to resolve the dispute during the investigation through conciliation. In other matters, CRD may take legal action at the conclusion of the investigation, when settlement efforts are unsuccessful.

The investigation process typically starts when a member of the public files an initial inquiry with CRD by submitting an intake form, which can be done through the California Civil Rights System online portal, by emailing or mailing an intake form, or by calling CRD's Contact Center. Once a complaint has been received, CRD assigns the intake to an investigator, who conducts an initial interview with the complainant to determine whether CRD has jurisdiction to accept the complaint. If CRD has jurisdiction and accepts the claim, the investigator drafts a written complaint and sends it to the complainant for signature.

After the complaint has been signed and returned to CRD, the investigator determines if the complaint meets the criteria for federal dual-filing status with the U.S. Equal Employment Opportunity Commission (EEOC) or the U.S. Department of Housing and Urban Development (HUD) and, if so, may assign the complaint a federal identification number. CRD then serves the complaint on the party accused of discrimination or other civil rights violations, who is known as the respondent. CRD investigates the case by interviewing parties and witnesses, reviewing supporting documentation, and conducting site inspections where appropriate. CRD has the authority to serve interrogatories, issue subpoenas and demand production of documents, and to petition the court to order a respondent to comply.

Where appropriate, an investigator may attempt to resolve the case with the parties or refer the case to the Dispute Resolution Division for possible mediation. If the parties resolve the case voluntarily and execute a settlement agreement, CRD will close the case.

If the complaint is not settled, CRD will usually determine whether there is reasonable cause to believe that the respondent engaged in unlawful conduct under the civil rights laws that the department enforces. If CRD determines there is reasonable cause and the case has not resolved, CRD may prosecute a case in court. CRD may also close cases for insufficient grounds for further agency action, and the complainant may file their own court case without the involvement of CRD.

In employment cases, complainants may request at any time that CRD stop its investigation and issue a right-to-sue so that they can proceed in court on their own. State law provides that CRD will close an investigation and issue a right-to-sue if the investigation is at least 150 days old, though CRD has discretion to issue one earlier in the investigation upon request.

COMPLAINTS AND INVESTIGATIONS

In 2025, CRD received a total of 39,199 intake forms from members of the public who alleged civil rights violations. Of those, 19,607 were part of an immediate "right-to-sue" request where a complainant seeks the authority to independently pursue litigation in employment cases. In such instances, CRD issues a right-to-sue notice, which closes the matter with respect to CRD's investigative process and provides an avenue for members of the public to directly take legal action. Each year, approximately one quarter of remaining intakes are closed because they make allegations that are outside of CRD's jurisdiction, are duplicate filings, or are abandoned by the complainant.

Of the remaining intakes, CRD launched 6,296 investigations addressing 7,289 complaints. A breakdown of the complaints accepted for investigation by statute is available below. In 2025, not including settlements, the department closed 5,385 complaints accepted for investigation. This included closures for complainants electing court action, the parties resolving the matter outside of CRD, or insufficient grounds for further agency action. Closures during the 2025 calendar year include investigations launched in prior years. Additional information on the bases of complaints, county of complaints, and complainant demographic information is available in appendices B, C, and D.

Disabled Persons Act	81
Fair Chance Act	181
Employment Investigations	4,235
Equal Pay Act	10
State Funded Programs	81
Human Trafficking	1
Housing	1,292
Ralph Civil Rights Act	53
Sexual Harassment Prevention Training	13
Unruh Civil Rights Act	349[1]
Unruh Filed as Companion to Housing Case	993[2]
TOTAL COMPLAINTS	7,289
TOTAL INVESTIGATIONS	6,296

[1] Unruh Act complaints that are not companions to FEHA housing complaints.

[2] Fair housing complaints alleging a FEHA violation often also involve an alleged Unruh Act violation, as the same unlawful activity can violate both laws. In this scenario, CRD creates a companion complaint under the Unruh Act that is investigated with the FEHA complaint. This report includes both in the total number of complaints filed but excludes the companion cases from the total number of investigations.

SETTLEMENTS

In 2025, CRD secured settlements in 920 cases, resulting in over $16 million in monetary relief for complainants and other aggrieved persons. These settlements also included other critical forms of affirmative relief to support complainants and prevent future discrimination, such as mandated training, monitoring, policy change, and other corrective actions. In some instances, this type of affirmative relief may be the primary or only type of relief sought.

Civil rights disputes may be resolved through settlement at any point in the CRD complaint process. Investigators may bring parties together to negotiate a settlement during their investigations. Many cases are also referred to the Dispute Resolution Division for mediation, which is typically voluntary. However, in 2025, 11 cases involved mandatory mediations in which respondents were required to participate prior to potential litigation. Additionally, CRD may also settle complaints during the prosecution of a civil action, though the department prioritizes resolving matters through mediation before filing a lawsuit.

The amounts listed below reflect the monetary value of settlements that respondents or defendants agreed to pay to complainants or others, and that complainants or others agreed to accept to resolve their civil rights cases.

	NUMBER OF SETTLEMENTS	TOTAL SETTLEMENT AMOUNTS
Enforcement Division – Conciliations	346	$1,453,154
Dispute Resolution Division – Mediations	561	$14,768,067
Strategic Initiatives Division – Appeals	5	$185,156
Legal Division	74	$3,103,229
TOTAL[3]	920	$16,758,021

[3] Sixty-six settlements are counted under both the Dispute Resolution Division and another division. The total number of settlements and total settlement amounts have been adjusted accordingly to avoid a double count.

U AND T VISA CERTIFICATIONS

As part of the Civil Rights Department's efforts to enforce civil rights laws, CRD is dedicated to protecting the rights of complainants, regardless of their immigration status. While CRD does not ask about an individual's immigration status while investigating complaints, the department offers support to immigrants who are seeking certain types of visas or other immigration protections from the federal government. Specifically, CRD may assist with requests to provide certifications in support of U and T visa requests to the federal government.

These forms of relief are made available because otherwise victims or witnesses may be afraid to complain or cooperate in an investigation because of fear of deportation. U visas are a protection available to immigrants who are victims of certain crimes. T visas are available to immigrants who are victims of human trafficking. These forms of relief require victims or witnesses to demonstrate their willingness to cooperate in the detection, investigation, or prosecution of a violation of the law, among other requirements.

As a state investigative agency, CRD is authorized to support requests for these forms of removal protection by providing the necessary certifications. CRD typically supports such requests when another agency is not better suited to do so and where sufficient information is provided. CRD is required to report data about visa certifications to the Legislature pursuant to California Penal Code section 679.10. Additional information on these processes and on resources for immigrants is available on CRD's website.

U Visas

In 2025, CRD received 25 requests for U visa certifications. Of these:

- 8 requests were approved.
- 10 were withdrawn.
- 4 were denied.
- 3 were pending.

T Visas

In 2025, CRD received 22 requests for T Visa certifications. Of these:

- 3 requests were approved.
- 9 were withdrawn.
- 9 were denied.
- 1 was pending.

APPENDIX A: LAWS ENFORCED BY CRD

The Civil Rights Department's statutory mandate is to protect the people of California from discrimination in employment, housing, public accommodations, and state-funded programs and activities, and from bias-motivated violence and human trafficking, pursuant to the California Fair Employment and Housing Act (FEHA), Equal Pay Act, Unruh Civil Rights Act, Disabled Persons Act, Ralph Civil Rights Act, Fair Chance Act, Trafficking Victims Protection Act, Government Code section 11135, and other civil rights laws. CRD receives, investigates, conciliates, mediates, and prosecutes complaints of violations of these laws and conducts outreach and education to help inform people of their rights and obligations under the laws.

EMPLOYMENT AND HOUSING

The Fair Employment and Housing Act (Gov. Code § 12900 et seq.) prohibits workplace discrimination and harassment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, reproductive health decision-making, and military and veteran status, or because another person perceives the employee to have one or more of these characteristics or is associated with someone with one or more of these characteristics. FEHA mandates reasonable accommodation of disabilities and of religious beliefs or observances in the workplace, including religious dress and grooming practices.

Included in FEHA is the California Family Rights Act (CFRA) and other provisions that provide eligible employees with the right to family and medical leave, pregnancy leave, and bereavement leave. FEHA also contains other employment protections, such as the Fair Chance Act, which governs employers' consideration of job applicant's criminal history, and protections for off-the-job cannabis use.

Among other protections in housing, FEHA prohibits discrimination and harassment on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, sexual orientation, marital status, military or veteran status, national origin, ancestry, familial status, source of income, disability, and genetic information, whether someone has one or more of these protected characteristics, is perceived to have one or more of these protected characteristics, or is associated with someone with one or more of these characteristics. FEHA prohibits employers, housing providers, and other covered entities from retaliating against any person because the person opposed practices forbidden by FEHA or filed a complaint, testified, or assisted in any CRD or court proceeding related to a FEHA claim.

BUSINESSES AND PUBLIC ACCOMMODATIONS

The Unruh Civil Rights Act (Civ. Code § 51) prohibits business establishments in California from discriminating in the provision of services, accommodations, advantages, facilities and privileges to clients, patrons, and customers because of their sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status.

Similarly, the Disabled Persons Act (Civ. Code § 54 et seq.) provides that individuals with disabilities or medical conditions have the same right as the general public to the full and free use of streets, highways, sidewalks, walkways, public buildings, medical facilities, and privileges of all common carriers, airplanes, motor vehicles, railroad trains, motorbuses, streetcars, boats, or any other public conveyances or modes of transportation, telephone facilities, adoption agencies, private schools, hotels, lodging places, places of public accommodation, amusement, or resort, and other places to which the general public is invited, subject only to the conditions and limitations established by law, or state or federal regulation, and applicable alike to all persons.

HATE VIOLENCE

The Ralph Civil Rights Act (Civ. Code § 51.7) guarantees the right of all persons within California to be free from any violence, or intimidation by threat of violence, committed against their persons or property because of political affiliation, or on account of sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status, or position in a labor dispute, or because another person perceives them to have one or more of these characteristics.

HUMAN TRAFFICKING

The California Trafficking Victims Protection Act (Civ. Code § 52.5) provides a civil cause of action for victims of human trafficking, defined by California law as the deprivation or violation of the personal liberty of another person with the intent to obtain forced labor or services, including sex.

GOVERNMENT PROGRAMS

California Government Code section 11135 et seq. prohibits any program or activity that receives state funding, or is administered by a state agency, from discriminating in its activities or programs based on sex, race, color, religion, ancestry, national origin, ethnic group identification, age, mental disability, physical disability, medical condition, genetic information, marital status, or sexual orientation.

APPENDIX B: COMPLAINTS BY BASES

TABLE 1: EMPLOYMENT COMPLAINTS

Age (40 and over)	880
Ancestry	130
Association with a member of a protected class	129
Bereavement leave	20
Cannabis use	23
Color	329
Disability (Physical, intellectual/developmental, or mental health/psychiatric)	2,005
Driver's license (Job advertisement or material improperly requires applicant to have a driver's license)	8
Family care and medical leave (CFRA)	221
Gender identity or expression	112
Genetic information or characteristic	110
Leave to obtain victim of violence-related services	17
Leave to serve on a jury or appear in court	5
Marital status	54
Medical condition (Cancer or genetic characteristic)	71
Military and veteran status	45
National origin (includes language restrictions)	486
Other	200
Participated as a witness in a discrimination or harassment complaint	210
Pregnancy, childbirth, breast feeding, or related medical conditions	191
Pregnancy disability leave (PDL)	53
Race (includes hairstyle and hair texture)	1,187
Religious creed (includes dress and grooming practices)	248
Reported or resisted any form of discrimination or harassment	2,030
Reported patient abuse (Hospital employees only)	10
Reproductive health decision-making	4
Reproductive loss leave	5

Requested or used bereavement leave	54
Requested or used a disability-related accommodation	1,102
Requested or used family care and medical leave (CFRA)	553
Requested or used leave to obtain victim of violence-related services	34
Requested or used leave to serve on a jury or appear in court	9
Requested or used a pregnancy-disability-related accommodation	99
Requested or used pregnancy disability leave (PDL)	60
Requested or used a religious accommodation	81
Requested or used reproductive loss leave	5
Requested or used safety-related accommodation for a victim of violence	45
Sex/gender	1,245
Sexual harassment	401
Sexual orientation	165
Status as a victim or family member of a victim of violence	31
TOTAL BASES[4]	12,857
TOTAL CASES[5]	4,235

[4] Total bases exceed total cases because a complaint may be filed on more than one basis.
[5] Requests for immediate right-to-sue are not included and are available in Table 2.

TABLE 2: EMPLOYMENT RIGHT-TO-SUE COMPLAINTS

Age (40 and over)	7,186
Ancestry	3,198
Association with a member of a protected class	5,425
Bereavement leave	1,281
Cannabis use	649
Color	5,383
Criminal history	732
Disability (Physical, intellectual/developmental, or mental health/psychiatric)	17,793
Driver's license (Job advertisement or material improperly requires applicant to have a driver's license)	343
Family care and medical leave (CFRA)	10,062
Gender identity or expression	3,036
Genetic information or characteristic	7,680
Leave to obtain victim of violence-related services	508
Leave to serve on a jury or appear in court	355
Marital status	1,720
Medical condition (Cancer or genetic characteristic)	7,251
Military and veteran status	774
National origin (includes language restrictions)	4,896
Other	11,828
Participated as a witness in a discrimination or harassment complaint	4,925
Pregnancy, childbirth, breast feeding, or related medical conditions	2,749
Pregnancy disability leave (PDL)	2,025
Race (includes hairstyle and hair texture)	8,308
Religious creed (includes dress and grooming practices)	1,924
Reported or resisted any form of discrimination or harassment	14,207
Reported patient abuse (Hospital employees only)	526
Reproductive health decision-making	1,037
Reproductive loss leave	727
Requested or used bereavement leave	729
Requested or used a disability-related accommodation	9,909

Requested or used family care and medical leave (CFRA)	6,404
Requested or used leave to obtain victim of violence-related services	597
Requested or used leave to serve on a jury or appear in court	362
Requested or used a pregnancy-disability-related accommodation	1,555
Requested or used pregnancy disability leave (PDL)	1,151
Requested or used a religious accommodation	735
Requested or used reproductive loss leave	387
Requested or used safety-related accommodation for a victim of violence	792
Sex/gender	10,661
Sexual harassment	3,986
Sexual orientation	3,048
Status as a victim or family member of a victim of violence	2,172
TOTAL BASES[6]	169,016
TOTAL CASES	19,607

[6] Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 3: HOUSING COMPLAINTS

Ancestry	20
Association with a member of a protected class	26
Color	57
Disability (Physical, intellectual/developmental, or mental health/psychiatric)	684
Familial status (children)	62
Gender identity or expression	13
Marital status	12
National origin (includes language restrictions)	97
Other	17
Race (includes hairstyle and hair texture)	189
Religious creed (includes dress and grooming practices)	23
Reported or resisted any form of discrimination or harassment	87
Requested or used a disability-related accommodation	88
Sex/gender	97
Sexual harassment — Quid pro quo	7
Sexual orientation	18
Source of income	379
TOTAL BASES[7]	1,883
TOTAL CASES	1,292

[7] Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 4: RALPH CIVIL RIGHTS ACT COMPLAINTS

Age (40 and over)	4
Ancestry	6
Association with someone of a protected class	2
Color	9
Disability (Physical, intellectual/developmental, or mental health/psychiatric)	9
National origin (includes language restrictions)	11
Other	1
Political affiliation	1
Primary language	3
Race (includes hairstyle and hair texture)	24
Religious creed (includes dress and grooming practices)	4
Sex/gender	26
Sexual orientation	8
TOTAL BASES[8]	108
TOTAL CASES	53

[8] Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 5: UNRUH CIVIL RIGHTS ACT COMPLAINTS

Age (40 and over)	11
Ancestry	23
Citizenship	2
Color	21
Disability (Physical, intellectual/developmental, or mental health/psychiatric)	137
Gender identity or expression	18
Genetic information or characteristic	4
Immigration status	2
Marital status	3
Medical condition (Cancer or genetic characteristic)	4
National origin (includes language restrictions)	32
Opposed, resisted, or reported illegal discrimination	20
Other	2
Primary language	4
Race (includes hairstyle and hair texture)	127
Religious creed (includes dress and grooming practices)	11
Sex/gender	38
Sexual orientation	11
TOTAL BASES[9]	470
TOTAL CASES	349

[9] Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 6: STATE FUNDED PROGRAMS

Age (40 and over)	1
Ancestry	4
Association with a member of a protected class	1
Disability (Physical, intellectual/developmental, or mental health/psychiatric)	63
National origin (includes language restrictions)	7
Other	2
Race (includes hairstyle and hair texture)	13
Religious creed (includes dress and grooming practices)	1
Sex/gender	7
Sexual harassment	2
TOTAL BASES[10]	101
TOTAL CASES	81

[10] Total bases exceed total cases because a complaint may be filed on more than one basis.

APPENDIX C: COUNTY OF COMPLAINT

	Disabled Persons Act	Fair Chance Act	Employment	Equal Pay Act	State Funded Programs	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	Unruh	Total
Alameda	1	9	341	2	5	79	0	3	920	2	19	1,381
Alpine	0	0	0	0	0	0	0	0	1	0	0	1
Amador	0	0	2	0	0	2	0	1	7	0	0	12
Butte	0	1	24	0	1	4	0	0	32	0	1	63
Calaveras	0	0	3	0	0	0	0	0	1	0	0	4
Colusa	0	0	2	0	0	0	0	0	1	0	0	3
Contra Costa	3	5	92	0	2	33	0	2	160	0	6	303
Del Norte	0	0	8	0	0	0	0	0	0	0	0	8
El Dorado	2	0	15	0	0	1	0	1	18	0	2	39
Fresno	2	4	82	0	1	24	0	1	182	0	8	304
Glenn	0	1	0	0	0	1	0	0	3	0	0	5
Humboldt	0	2	12	0	0	4	0	0	22	0	1	41
Imperial	0	0	15	0	0	5	0	0	16	1	3	40
Inyo	0	0	0	0	0	0	0	0	3	0	1	4
Kern	1	4	72	0	1	23	0	0	167	0	1	269
Kings	0	0	5	0	0	0	0	0	13	0	0	18
Lake	0	1	7	0	0	3	0	0	7	0	0	18
Lassen	0	0	3	0	1	0	0	0	1	0	0	5
Los Angeles	20	32	886	5	19	417	0	15	3,736	4	94	5,228
Madera	0	2	11	0	0	5	0	0	19	0	0	37
Marin	1	0	32	0	0	7	0	2	50	0	4	96
Mariposa	0	0	2	0	0	1	0	0	4	0	0	7
Mendocino	0	0	10	0	0	0	0	1	12	0	0	23
Merced	0	1	18	0	0	5	0	1	43	1	1	70
Modoc	0	0	4	0	0	0	0	0	0	0	0	4
Mono	0	0	2	0	0	0	0	0	1	0	0	3
Monterey	1	1	37	0	1	22	0	0	73	0	1	136
Napa	0	1	25	0	0	6	0	0	41	0	0	73
Nevada	0	0	7	0	1	4	0	0	13	0	1	26
Orange	9	13	239	0	9	99	0	2	1,232	0	26	1,629
Placer	1	2	37	0	0	7	0	0	71	0	5	123
Plumas	0	0	2	0	1	1	0	0	5	0	0	9

	Disabled Persons Act	Fair Chance Act	Employment	Equal Pay Act	State Funded Programs	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	Unruh	Total
Riverside	6	6	123	0	1	48	0	7	545	0	17	753
Sacramento	9	10	319	0	11	58	1	2	587	0	16	1,013
San Benito	0	0	4	0	0	1	0	0	9	0	0	14
San Bernardino	1	10	179	0	4	63	0	0	604	0	12	873
San Diego	3	6	278	0	6	122	0	6	703	1	28	1,153
San Francisco	6	7	217	0	2	49	0	0	404	0	21	706
San Joaquin	1	6	80	0	1	20	0	0	123	0	2	233
San Luis Obispo	0	3	30	0	0	3	0	1	35	0	1	73
San Mateo	1	2	118	0	3	13	0	0	211	0	9	357
Santa Barbara	0	0	36	0	0	8	0	0	84	0	0	128
Santa Clara	3	8	250	1	3	66	0	0	446	0	23	800
Santa Cruz	0	1	21	0	0	6	0	0	41	0	2	71
Shasta	1	1	22	0	0	12	0	3	35	0	2	76
Sierra	0	0	0	0	0	0	0	0	0	0	0	0
Siskiyou	0	0	6	0	1	1	0	0	7	0	0	15
Solano	1	2	42	0	1	10	0	0	69	0	1	126
Sonoma	0	0	52	1	1	21	0	1	72	0	5	153
Stanislaus	1	1	47	0	0	7	0	0	107	1	4	168
Sutter	0	1	9	0	1	1	0	1	13	0	0	26
Tehama	0	0	4	0	0	0	0	0	9	0	0	13
Trinity	0	0	6	0	0	0	0	0	0	0	0	6
Tulare	0	0	35	0	0	6	0	0	64	0	1	106
Tuolumne	0	0	7	1	0	2	0	0	1	0	0	11
Ventura	0	0	38	0	3	16	0	2	164	0	1	224
Yolo	0	1	32	0	0	6	0	0	47	0	1	87
Yuba	0	0	4	0	0	0	0	0	6	0	1	11

APPENDIX D: DEMOGRAPHIC INFORMATION OF COMPLAINANTS[11]

TABLE 1: RACE

RACE	TOTAL
American Indian, Native American, or Alaska Native	167
Asian	586
Black or African American	1,919
Native Hawaiian or Other Pacific Islander	57
White	2,096
Other	1,174

TABLE 2: ETHNICITY

ETHNICITY	TOTAL
Hispanic or Latino	1,939
Non-Hispanic or Latino	3,972

[11] Demographic information voluntarily provided by some but not all complainants.

TABLE 3: SEXUAL ORIENTATION

SEXUAL ORIENTATION	TOTAL
Straight or Heterosexual	4,322
Gay or Lesbian	429
Bisexual	183
Other	209

TABLE 4: SEX

SEX	TOTAL
Male	2,960
Female	3,829
Transgender Male	34
Transgender Female	54
Non-Binary	70
Intersex	1
Other	29

TABLE 5: NATIONAL ORIGIN

NATIONAL ORIGIN	TOTAL
Afghani	20
American [U.S.]	3,227
Asian Indian	76
Bangladeshi	3
Cambodian	7
Canadian	5
Chinese	124
Cuban	17
Dominican	7
Egyptian	26
English	176
Ethiopian	9
Fijian	9
Filipino	105
German	11
Ghanaian	5
Guamanian	6
Haitian	5
Hawaiian	5
Hmong	5
Indonesian	5
Iranian	53
Iraqi	11
Irish	16

NATIONAL ORIGIN	TOTAL
Israeli	11
Italian	28
Jamaican	13
Japanese	7
Korean	38
Lebanese	12
Mexican	652
Nigerian	29
Pakistani	21
Puerto Rican	28
Salvadoran	48
Samoan	4
Syrian	5
Taiwanese	15
Thai	5
Trinidadian and Tobagonian	3
Vietnamese	44
Other African	68
Other Asian	42
Other Caribbean	9
Other European	78
Other Hispanic/Latino	273
Other Middle Eastern	41
Other	214