



**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**  
**FAIR EMPLOYMENT & HOUSING COUNCIL**  
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DIRECTOR KEVIN KISH

**Title 2. Administration**  
**Division 4.1. Department of Fair Employment and Housing**  
**Chapter 5. Fair Employment & Housing Council**  
**Subchapter 2. Discrimination in Employment**  
**Article 1. General Matters; Article 2. Particular Employment Practices**

Notice published December 11, 2018

**SECOND NOTICE OF MODIFICATIONS TO TEXT OF  
EMPLOYMENT REGULATIONS REGARDING DEFINITIONS; HARASSMENT AND  
DISCRIMINATION PREVENTION AND CORRECTION; AND TRAINING**

Pursuant to the requirements of Government Code section 11346.8(c), and section 44 of Title 1 of the California Code of Regulations, the Fair Employment and Housing Council (Council) is providing notice of further changes made to sections 11008, 11023, and 11024 of Title 2 of the California Code of Regulations covering the Fair Employment and Housing Act. These further changes are attached and made in response to written comments regarding the proposed regulations received during the first 15-day public comment period that ended November 7, 2018. Text proposed to be added for this 15-day comment period is displayed in bold type. Text proposed to be deleted for this 15-day comment period is displayed in italics type.

**WRITTEN COMMENT PERIOD**

If you have any comments regarding the changes to the proposed regulations made after the close of the first 15-day comment period on November 7, 2018, the Council will accept written comments between December 11, 2018, and December 28, 2018. **All written comments must be submitted no later than 5 p.m. on December 28, 2018, and addressed to:**

Fair Employment and Housing Council  
c/o Brian Sperber, Legislative & Regulatory Counsel  
Department of Fair Employment and Housing  
320 West 4th Street, 10th Floor  
Los Angeles, CA 90013

Comments may be submitted by e-mail to [FEHCouncil@dfeh.ca.gov](mailto:FEHCouncil@dfeh.ca.gov) and [brian.sperber@dfeh.ca.gov](mailto:brian.sperber@dfeh.ca.gov). **An electronic copy of your comments is preferred, but not required.**

All written comments received by December 28, 2018, which pertain to the indicated changes, will be reviewed and responded to by the Council as part of the compilation of the rulemaking file. Please limit your comments to the modifications to the text made after the close of the first 15-day comment period on November 7, 2018 (i.e. the text that is bolded and italicized).

## AVAILABILITY OF DOCUMENTS ON THE INTERNET

Copies of the June 29, 2018, Notice of Proposed Rulemaking, Initial Statement of Reasons, original proposed text, the notice for the first modified text, the first modified text, and the attached modified text are available on the Council's Web site at <http://www.dfeh.ca.gov/fehouncil>.