



Department of Fair Employment & Housing

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DFEH Settles Disability Discrimination and Harassment Case Against JP Morgan Chase Bank, NA

Bank will pay \$60,000 and train employees responsible for granting or denying reasonable accommodation requests

Sacramento, California— The California Department of Fair Employment and Housing (DFEH) has reached a \$60,000 settlement in a disability discrimination and harassment case with JP Morgan Chase Bank, NA (Chase).

A former employee who worked at a Chase branch in Hayward, California, filed a complaint with the DFEH in December 2017. The complainant, who has diabetes, alleged that Chase failed to provide a reasonable accommodation for her to take additional breaks necessary to manage her condition. The complainant also alleged her supervisor harassed her based on her disability.

DFEH found cause to believe violations of the Fair Employment and Housing Act had occurred. Following a mandatory mediation, Chase agreed to pay the complainant and the DFEH \$60,000 to resolve the claims.

“Employers have a duty to engage in the interactive process for disability accommodation in good faith,” said Director Kevin Kish. “DFEH will protect employees’ right to a fair interactive process, as well as employees’ right to a workplace free of harassment on the basis of disability.”

In addition to a monetary settlement, Chase employees who are responsible for granting or denying requests for reasonable accommodation will undergo training, and Chase will report its compliance with this training requirement to the DFEH.

DFEH Assistant Chief Counsel Nelson Chan and DFEH Civil Rights Fellow Nicholas Keats represented the DFEH in this matter.

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The DFEH is the state agency charged with enforcing California’s civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the DFEH’s web site at www.dfeh.ca.gov.

