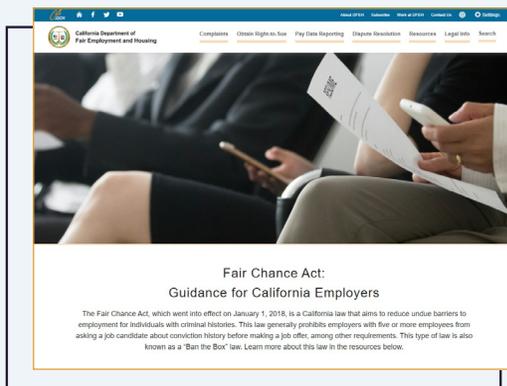


THIS JUST IN

Explore DFEH's new toolkit for employers and job applicants on the Fair Chance Act. The toolkit includes videos, sample forms, training, and other useful resources regarding employment protections for individuals with criminal histories.



HOT OFF THE PRESS

Guidance for California Businesses Regarding Covid-19 Safety Measures and Reasonable Accommodations



FAQ

As Californians navigate the COVID-19 pandemic, the Department of Fair Employment and Housing (DFEH) has provided guidance to protect civil rights and mitigate risk of COVID-19 transmission in [employment](#), [housing](#), [healthcare](#), and, in this document, [businesses serving the public](#).

A law called the Unruh Civil Rights Act prohibits all businesses of every kind in California from discriminating based on a person's sex (including gender, gender identity, gender expression, and pregnancy), race, color, religion, ancestry, national origin, disability, medical condition (defined as genetic characteristics or a health impairment related to or associated with a diagnosis of cancer or a record or history of cancer), genetic information, marital status, sexual orientation, citizenship, primary language, immigration status, age (only in connection with the sale or rental of housing, except when permitted for senior and youth housing), or other personal characteristics. For example, a business that refuses to serve or charges a higher price to a customer because of the customer's race violates the Unruh Civil Rights Act and is liable for damages of at least \$4,000 per violation. Among other purposes, this law aims to ensure that all Californians are free and equal by eliminating unlawful discrimination in the marketplace.

DFEH is authorized to enforce the Unruh Civil Rights Act. Someone who believes their rights under the Unruh Civil Rights Act have been violated may file a complaint for investigation by DFEH, or they may file their own lawsuit without involving DFEH.

California businesses must comply with the Unruh Civil Rights Act and other applicable civil rights laws while also following the latest local, state, and federal orders related to COVID-19. DFEH's answers to the frequently asked questions below are based on the Unruh Civil Rights Act and do not address rights or obligations imposed by any other law, such as local or state orders regarding face coverings or vaccination. DFEH understands its answers to be consistent with federal civil rights law – namely, Title III of the Americans with Disabilities Act and Title II of the Civil Rights Act of 1964 – though definitive guidance from federal authorities is not available at the time of this publication. This guidance is based on current public health information and may be updated from time to time. This guidance is for informational purposes only and does not create any rights or obligations separate from those imposed by the Unruh Civil Rights Act.

PAGE 1 OF 5
OCTOBER 18, 2021 / DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

Guidance for California Businesses Regarding COVID-19 FAQ

NOTE: Additional languages are available on our [Posters, Guides and Fact Sheets](#) webpage



OCT 28
2021

Monterey County Office of Education: HR Director Meeting



NOV 10
2021

National California Employment Round Table: Part 1 - Best Practices for Conducting Internal Workplace Investigations



NOV 15
2021

IATSE Local 768 (Theatrical Wardrobe Union) - Diversity Committee: The DFEH Role Concerning the Workplace



NOV 18
2021

California Public Employers Labor Relations Association: Annual Training Conference

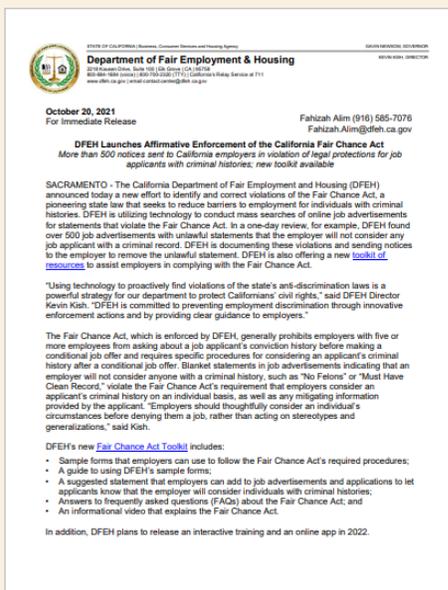


NOV 18
2021

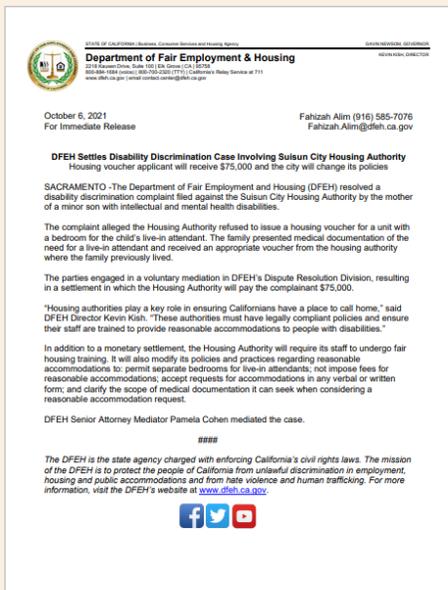
Contra Costa County Bar Association: 2021 MCLE Spectacular, Inclusivity in the Workplace

NOTE: outreach event information is hyperlinked when available

CASE FILINGS, SETTLEMENTS, & NEWS



DFEH Launches Affirmative Enforcement of the California Fair Chance Act
View Press Release
October 20, 2021



DFEH Settles Disability Discrimination Case Involving Suisun City Housing Authority
View Press Release
October 6, 2021

