



Department of Fair Employment & Housing

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711
www.dfeh.ca.gov | contact.center@dfeh.ca.gov

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Contact: Fahizah Alim (916) 585-7076
fahizah.alim@dfeh.ca.gov

Mitsui Home America LLC Agrees to \$100,000 Settlement to Resolve Fair Chance Act Case

Central Valley Building Company Will Change Policies to Comply with "Ban the Box" Law

Sacramento - The Department of Fair Employment and Housing (DFEH), California's civil rights agency, announced today the settlement of a complaint against Mitsui Home America LLC, a construction company specializing in prefabricated building components. The complaint alleged that the company violated California's Fair Chance Act, which seeks to reduce barriers to employment for individuals with criminal histories.

According to the complaint, the company did not provide required notices to job seekers with criminal histories and denied jobs to applicants whose conviction history did not have a direct and adverse relationship to the job duties. The complaint was on behalf of a class of 7 applicants who were denied positions between 2018 and 2019.

"California employers must consider the individual circumstances of a job applicant with a criminal history, rather than acting on stereotypes and generalizations," said DFEH Director Kevin Kish.

In addition to the \$100,000 settlement amount, Mitsui Home America agreed to take steps to ensure compliance with the Act's requirements in the future, including training those involved in the hiring process, developing new procedures for reviewing applicants' criminal history, and agreeing to DFEH monitoring for three years.

DFEH's has developed a [Fair Chance Act Toolkit](#) with information for applicants and employers about complying with the Act.

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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.

