



FAQs

California Civil Rights Department v. Tesla, Inc. et al.
Case No. 22CV006830 (Alameda County Superior Court)

1. What is the California Civil Rights Department (“CRD”)?

CRD, formerly known as the California Department of Fair Employment and Housing (“DFEH”), is the California state agency tasked with investigating and prosecuting civil rights actions including racial harassment and employment discrimination.

2. Who is the Defendant?

Tesla, Inc. doing business in California as Tesla Motors, Inc. (“Tesla”) is the defendant. Tesla was founded and formerly headquartered in Palo Alto, California. Tesla designs, develops, manufactures, and sells electric powered vehicles, and energy generation and storage programs. According to its website, Tesla is one of the largest and highest-profile electric car companies in the world. Tesla has multiple locations throughout California, including two factories, one in Fremont and one in Lathrop.

3. When was the lawsuit filed?

The lawsuit was filed in Alameda Superior Court on February 9, 2022. An amended complaint was filed on March 11, 2022.

4. What does CRD allege in the lawsuit against Tesla?

CRD, among other claims, alleges that Black and/or African American workers were subjected to pervasive racial discrimination and harassment. This included hearing racist slurs and comments about Black workers almost daily and seeing racist graffiti in common work areas. Further, CRD alleges that Tesla discriminated against Black and/or African American workers with regard to job assignments, compensation, discipline, promotion, and termination. CRD further alleges that Tesla was aware of the harassment and discrimination but failed to take the necessary steps to prevent them. Additionally, CRD alleges that Tesla retaliated against Black and/or African American workers who complained about the harassment and discrimination.

5. Who is included in the lawsuit’s claims?

CRD has brought this government enforcement action on behalf of the state in the public interest and all Black and/or African American workers at Tesla.

6. Are people who worked at Tesla through staffing agencies included in the lawsuit?

Yes. This government enforcement action has been brought on behalf of all Black and/or African American workers at Tesla, not just direct employees.

7. Is this the racial discrimination lawsuit against Tesla that has been in the news?

Tesla is facing multiple lawsuits alleging racial discrimination or harassment which have been covered in the news. This lawsuit is the only one being brought by the State of California's Civil Rights Department on behalf of the public interest and Black and/or African American workers at Tesla.

8. Whom do I contact to provide information or ask questions about the lawsuit and Tesla's racially discriminatory practices?

You can call CRD at (510)789-1058 or email CRD at DFEH.Tesla@dfeh.ca.gov.