



Civil Rights Department

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Civil Rights Department Files Proposed Consent Decree in \$54 Million Activision Blizzard Settlement Agreement

Releases [initial FAQ](#) providing general information on the settlement for covered Activision Blizzard workers

SACRAMENTO – The California Civil Rights Department (CRD) today announced filing a proposed consent decree before the Los Angeles County Superior Court to initiate the process for court approval of an approximately [\\$54 million settlement agreement](#) announced on Friday with Activision Blizzard, Inc., Blizzard Entertainment, Inc., and Activision Publishing, Inc. (Activision Blizzard). The proposed consent decree, which is subject to court approval, would resolve CRD's allegations in a lawsuit filed against Activision Blizzard in 2021 that the company engaged in unlawful employment practices on the basis of sex.

"At the Civil Rights Department, we're working each and every day to advance the civil rights of our state's residents," **said CRD Director Kevin Kish**. "In filing this proposed consent decree with the court, we're one step closer to finalizing a historic \$54 million settlement agreement with Activision Blizzard. For women who are covered under the settlement, there is nothing you currently need to do, and, pending final court approval, we'll continue to provide information on our website to help keep you up to date."

As part of the settlement, CRD has agreed to file an amended complaint that seeks relief for all women workers for Activision Blizzard in California for claims including sex-based discrimination in compensation and promotions, unequal pay, constructive discharge, instances of inappropriate or offensive conduct, retaliation, and failure to take reasonable steps to prevent sex-based discrimination. The proposed consent decree settles all of CRD's claims, and provides for all women who were employees or contract workers for Activision Blizzard in California between October 12, 2015 and December 31, 2020 to recover monetary compensation for all the harms alleged in CRD's lawsuit. In general, a covered individual will receive a standard minimum payment, as well as an additional payment based on the length of time worked at the company during the covered period. Some women may receive less if they have previously received compensation through another settlement with Activision Blizzard. If the court approves the settlement, covered workers will receive further information and updates from a settlement administrator. An initial FAQ providing general information on the settlement for covered Activision Blizzard workers is available [here](#).

If you or someone you know has been the victim of employment discrimination, CRD may be able to assist you through its complaint process. General information about CRD's complaint process and how to file a complaint is available [here](#). Additional information regarding protections against discrimination and harassment in the workplace is available [here](#).

The settlement agreement comes as a result of the efforts of attorneys in CRD's Legal Division and at Outten & Golden LLP, with support from CRD investigators.

A copy of the proposed consent decree, which initiates the formal court process to finalize the settlement agreement, is available [here](#). A copy of the proposed second amended complaint is available [here](#). The proposed consent decree is subject to court approval.

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CRD is the state agency charged with enforcing California's civil rights laws. Formerly known as the California Department of Fair Employment and Housing (DFEH), the mission of CRD is to protect the people of California from unlawful discrimination in employment, housing, public accommodations, and state-fund programs and activities, and from hate violence and human trafficking. For more information, visit calcivilrights.ca.gov.

