



## Civil Rights Department

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### Civil Rights Department Secures Age Discrimination Settlement Against San Diego Natural Gas Supply Company

*Settlement requires North Star Gas, Ltd to provide monetary compensation to truck driver and take corrective action to prevent future discrimination*

**SACRAMENTO** – The California Civil Rights Department (CRD) today announced a \$37,500 age discrimination settlement against North Star Gas, Ltd (NSG), a natural gas supply company based in San Diego. The settlement resolves allegations that NSG unlawfully denied work opportunities and terminated a truck driver on the basis of the individual's age. In addition to monetary compensation, the settlement requires NSG to take a range of corrective actions to prevent future discrimination against workers at the company.

"In California, age isn't just a number: it's a protected characteristic," said **CRD Director Kevin Kish**. "If you believe you've been discriminated against on the job because of your age, report it to our office. We're committed to doing everything in our power to ensure older Californians are treated with dignity and respect. The settlement announced today makes it clear that no matter your industry or job, we all deserve a fair chance to make an honest living as we grow older."

In 2022, CRD received a complaint against NSG alleging that the company unlawfully discriminated against a truck driver employed by the company due to the driver's age. According to a complaint filed with CRD, the company allegedly began to limit driving assignments to the complainant and a manager told the driver that it was because he was "retired" and "too old" to keep working. This occurred even though the driver had worked almost every day prior to the sudden change in work opportunities, completing roughly 100 trips every five months. Eventually, NSG allegedly fired the worker on the basis of his age.

Under the California Fair Employment and Housing Act, workers are protected against discrimination and harassment in employment based on a range of characteristics, including age where the individual is — or is perceived to be — 40 and above. Each year, CRD receives hundreds of employment complaints on the basis of age and, over the last three years, has secured approximately 120 settlements on behalf of impacted Californians in cases alleging age discrimination. Discrimination is prohibited in all employment practices, including advertisements, hiring, promotion opportunities, working conditions, and training.

As a result of the settlement announced today, NSG is required to:

- Develop and implement a policy addressing the prevention and reporting of claims of discrimination, harassment, and retaliation.
- Ensure all employees receive a copy of the company's updated policy.
- Designate a specific person to receive, process, and investigate complaints of discrimination, harassment, and retaliation, ensuring the designee is trained on all applicable civil rights laws.
- Report on its compliance with the settlement to CRD.
- Pay \$37,500 in monetary damages to the truck driver.

If you or someone you know has been the victim of 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](#). General information regarding California's protections against discrimination in employment is available [here](#).

The settlement announced today was supported by Senior Staff Counsel Chanelle Han and Staff Counsel Jenny Chhea. The matter was investigated by Alena Garner with CRD's Enforcement Division.

A copy of the settlement is available [here](#).

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*The California Civil Rights Department (CRD) is the state agency charged with enforcing California's civil rights laws. CRD's mission 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](http://calcivilrights.ca.gov).*

