



## Civil Rights Department

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### **Civil Rights Department Announces \$90K Settlement with the Mission Springs Water District Over Alleged Race-Based Discrimination Against a Black Employee**

*Settlement requires the district to take a range of corrective actions, including providing training to staff and conducting a review of its workplace harassment policies*

**SACRAMENTO** – The California Civil Rights Department (CRD) today announced a \$90,000 mediated settlement with the Mission Springs Water District to resolve a complaint of race-based discrimination and harassment against a Black employee in the workplace. As part of the settlement, the district is required to take a range of corrective actions to prevent against future discrimination, including providing training to staff and conducting a review of its workplace harassment policies and protocols.

“No matter what form it takes, there is no room for harassment or discrimination based on race in the workplace,” **said CRD Director Kevin Kish.** “I’m proud that our dispute resolution division offers public and private workplaces in California a forum, free of charge, to negotiate meaningful change to protect and support all workers on the job.”

In 2023, CRD received a complaint against the Mission Springs Water District alleging discrimination and harassment on the basis of race. The complaint alleged that the district failed to effectively address multiple instances of race-based harassment targeting a Black employee, including comments perpetuating negative stereotypes about Black people. In addition, the district was allegedly dismissive and retaliated against the employee by, among other things, changing her schedule and failing to take steps to prevent ongoing harassment. After conducting an initial investigation of the complaint, CRD provided an opportunity for the parties to settle the complaint through mediation. In addition to enforcing civil rights protections through litigation, CRD provides free, neutral mediation services to help parties directly resolve disputes and address discrimination complaints. Each year, CRD resolves hundreds of complaints, resulting in policy change and millions of dollars in direct relief to impacted Californians.

As a result of the settlement, the Mission Springs Water District is required to:

- Conduct an internal review of its policies and protocols for responding to reports of discrimination or harassment in the workplace.

- Make information on the prevention of workplace discrimination accessible to employees in common areas.
- Provide training to all directors, managers, and supervisors on the Fair Employment and Housing Act, including a focus on addressing harassment in the workplace.
- Pay \$90,000 to the complainant in compensation for the alleged harms.

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 how to file a complaint is available [here](#). Information regarding California’s protections against discrimination in the workplace is available [here](#).

The settlement announced today was mediated by Attorney IV Mediator Angela E. Oh.

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-funded programs and activities, and from hate violence and human trafficking. For more information, visit [calcivilrights.ca.gov](http://calcivilrights.ca.gov).*

