

**2025 ADDENDUM TO THE MEMORANDUM OF UNDERSTANDING BETWEEN  
THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
AND  
CALIFORNIA CIVIL RIGHTS DEPARTMENT**

**I. PURPOSE**

The purpose of this 2025 Addendum to the Memorandum of Understanding (hereinafter “2025 Addendum”) is to renew and extend the original Memorandum of Understanding (MOU) (including all subsequent addenda) between the Department of Housing and Urban Development and the California Civil Rights Department (CCRD). This 2025 Addendum also provides updates to certain provisions of the MOU as specified at section IV herein.

**II. AUTHORITY**

The federal Fair Housing Act, at § 810(f)(5), requires that “not less frequently than every five years, the Secretary shall determine whether each agency certified under this subsection continues to qualify for certification.” The implementing regulation, at 24 C.F.R. § 115.208 (a), states “if the Assistant Secretary affirmatively concludes that the agency’s law and performance have complied with the requirements of this part in each of the five years of certification, the Assistant Secretary may renew the certification of the agency.”

On October 3, 2024, the agency certified that the California Fair Employment and Housing Act, both “on its face” and “in operation” continues to provide substantive rights, procedures, remedies and judicial review procedures for alleged discriminatory housing practices that are substantially equivalent to those provided in the federal Fair Housing Act. During the five years of certification, the Department’s regional office has conducted performance assessments of the agency.

In accordance with 24 C.F.R. § 115.208, a determination of continued certification is based on the performance assessments and the agency certification.

**III. RENEWAL AND EXTENSION OF CERTIFICATION**

The MOU between the Department and CCRD expired on April 1, 2002. The most recent Addendum between CCRD and the Department was executed on December 9, 2019, and extended certification until December 9, 2024. This 2025 Addendum renews and extends the MOU, including all subsequent addenda and any special provisions or restrictions contained in any prior agreement, for five years from the date it is signed by all appropriate signatories.

**IV. UPDATES**

All references to the term TEAPOTS in the MOU, including all subsequent addenda and any special provisions or restrictions contained in any prior agreement, now refer to the HUD Enforcement Management System (HEMS).

**V. LIAISON**

The signatories agree to name a specific individual as well as an alternate, to serve as the principal contact person for each and all communications between them. The individuals so designated are:

For the Department:	Liaison	
	Alternate	
For the Agency:	Liaison	Jamie Gillette
	Alternate	Maria Gonzalez

**VI. SIGNATURES**

Executed by the undersigned on the dates shown below, pursuant to the respective authorizations of the U.S. Department of Housing and Urban Development and the CCRD.

<i>Kevin Kish</i>	02/20/2025
_____	_____
Director, California Civil Rights Department	Date

FHEO Region IX Director	Date
_____	_____

<i>Kevin R. Cooke, Jr</i>	02/07/2025
_____	_____
General Deputy Assistant Secretary for Fair Housing and Equal Opportunity	Date