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South Lake Tahoe to Pay $265K to Resolve Alleged Workplace Disability Discrimination Complaint

City voluntarily commits to additional training for supervisors on disability protections in the workplace

SACRAMENTO – The California Civil Rights Department (CRD) today announced reaching a settlement with the City of South Lake Tahoe to resolve a complaint alleging harassment, discrimination, and retaliation related to an employee's disability. As part of the settlement, the city is also voluntarily committing to additional training for supervisors on disability protections in the workplace.

"Punishing an employee for asking for changes to their work environment is against the law," **said CRD Director Kevin Kish.** "Everyone is entitled to a good-faith review of any disability-related requests on the job. Through this settlement, the City of South Lake Tahoe is taking important steps to address and prevent any future instances of disability discrimination in the workplace."

Resign or Get Fired

In 2025, CRD received a complaint against the City of South Lake Tahoe from a city employee who alleged that they were subjected to harassment, discrimination, and retaliation after making a disability-related request for a reasonable accommodation. The employee alleged that, soon after making the request, their supervisor entered their office, initiating a half-hour meeting that the employee claimed was threatening, and told the employee they could be fired or should resign. According to the complaint, the supervisor's treatment worsened after the employee filed an internal complaint.

Mediated Resolution

After conducting an initial investigation, CRD provided the employee and the city with an opportunity to voluntarily resolve the allegations through mediation. As a result of the settlement, the city, without admitting wrongdoing, will:

- Train all city supervisors on California's protections for workers with disabilities.
- Provide a neutral employment reference for the employee as needed.
- Report on compliance with the terms of the agreement to CRD.
- Pay $265,000 to the employee in compensation for alleged harms and lost wages.

If you or someone you know has experienced discrimination on the job, CRD may be able to assist you through its complaint process. The department also provides general information and factsheets online about civil rights protections, including on reasonable accommodations in the workplace.

The settlement announced today was mediated by Attorney IV Mediator Mary Leichliter.

You can learn more by reading the settlement.

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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.

