

# FAIR EMPLOYMENT AND HOUSING

## AN INFORMATIONAL GUIDE



### PLANNING DEPARTMENT

21000 HACIENDA BLVD.  
CITY OF CALIFORNIA CITY,  
CALIFORNIA  
93505-2293

(760) 373-7141  
(760) 373-7529 (fax)

E-Mail:

[Planning2@CaliforniaCity.com](mailto:Planning2@CaliforniaCity.com)

Web Address:

<http://www.CaliforniaCity.com>

## PURPOSE

The purpose of this informational guide is to bring public awareness to the law and services provided by the Department of Fair Employment and Housing (FEHA). The FEHA only investigates discrimination complaints. However, their web site gives the individual valuable educational resources in all aspects of fair employment and housing. This brochure is designed to help everyone and especially those without access to a computer. Just knowing there is help, is half the battle, knowing where to get the help you need, is winning the war on discrimination and poverty.

The information contained in this informational guide is from the **Office of California Department of FEHA**. Kern County is under the jurisdiction of Department of Fair Employment and Housing, Los Angeles District Office, 611 West Sixth Street, Suite 1500, Los Angeles, CA 90017 or Fair Employment and Housing Department, 1001 Tower Way, Suite 250, Bakersfield, CA. Contact Information: Telephone: LA District Office (213) 439-6799, **Toll-free: (800) 884-1684**, Fax (213) 439-6715, **TTY: (800) 700-2320**, Online web site: <http://www.dfeh.ca.gov/>

## DISCRIMINATION IN EMPLOYMENT

△The law provides protection from harassment or discrimination in employment because of:

- △Age (40 and over)
- △Ancestry
- △Color
- △Religious Creed
- △Denial of Family and Medical Care Leave
- △Disability (mental and physical) including HIV and AIDS
- △Marital Status
- △Medical Condition (cancer and genetic characteristics)
- △Nation Origin
- △Race
- △Religion
- △Sex
- △Sexual Orientation

△Receive information on the definition of sexual harassment, learn the employer liability, employer obligations, and enforcement of the law. Learn how to prevent sexual harassment and typical sexual harassment cases.

△Receive information on benefits discrimination, leave requirements, notification and return rights. Benefits eligibility requirements, leave requirements, notification and reinstatement.

△The right to wear pants.

△Aids and disability discrimination, independent medical opinion, medical evaluation of applicants & employees, pre-employment inquiries, and reasonable accommodation.

△Accessibility Guidelines for disability discrimination, service animals reasonable accommodation reasonable modification.

△**Hate Crimes/Violence: 1-800-884-1684 (outside Sacramento, CA), 1-916-478-7200 (inside Sacramento, California), TTY: 1-800-700-2320 (within California). Fax: Employment/Public Accommodations: 1-916-478-7320.**

△**Employment/Public Accommodations: 1-800-884-1684 (within California), 1-916-478-7200 (outside California).**

△**Employment Development Department (EDD)** for all unemployment insurance issues. **Telephone: 1-916-654-8198** Web site: <http://www.edd.ca.gov>

△**Kern County Department of Human Services** located in Mojave at 2340 Highway 58, Mojave, CA 93501 **(661) 824-7500.**

△**Kern County Career Service Center** located in Mojave at 2300 Highway 58, Mojave, CA 93501 **(661) 824-7800.**

△Contact the **Department of Industrial Relations** at their web site (<http://www.dir.ca.gov>) or Industrial Relations Dept, Workers Compensation, 1800 30<sup>th</sup> Street, Bakersfield, CA **(661) 395-2514**, for the following labor-related issues such as:

△Workers Compensation for claims settlement, benefits and rehabilitation for job-related injuries and illnesses.

△Occupational Safety & Health for safe and healthful working conditions on the job.

△Labor Law for wages for hours of work and conditions of employment.

△Apprenticeship work-site job training to help meet skill needs of industry.

△Mediation & Conciliation harmony in labor/management relations.

△Statistics & Research for prevailing wage determination and occupational injuries and illnesses.

## DISCRIMINATION IN HOUSING

△The **Fair Employment and Housing Act** prohibits discrimination in all aspects of housing (rental, lease, terms and conditions, etc.) because of the presence of children in the household (familial status). **Housing: 1-510-622-2956.**

## FAMILIAL STATUS

△Familial status is defined as having one or more individuals under 18 years of age who reside with a parent or with

another person with care and legal custody of that individual (including foster parents) or with a designee of that parent or other person with legal custody. Familial status also includes a pregnant woman or a person who is in the process of adopting or otherwise securing legal custody of any individual under the age of 18 years of age.

### **SENIOR EXEMPTION**

△Housing that meets the legal definition of senior housing or housing for older persons is exempt from the familial status provisions of the Fair Employment and Housing Act. This means that such housing can legally discriminate against families with children.

△There are three (3) categories of housing that meet this definition:

△Housing provided under any state or federal program that the Secretary of Housing and Urban Development (HUD) determines is specifically designed and operated to assist elderly persons, as defined in the state or federal program.

△Housing that meets the standards for senior housing in sections 51.2, 51.3, and 51.4 of the Civil Code (Unruh Civil Rights Act).

△Mobile home parks that meet the standards for “housing for older persons” as defined in the Federal Fair Housing Amendments Act of 1988 and implementing regulations.

### **HAVE YOU EVER BEEN DISCRIMINATED AGAINST IN THE LENDING OR FORECLOSURE PROCESS?**

△Contact the U.S. Department of Housing and Urban Development, 451 7<sup>th</sup> Street S.W., Washington, DC 20410, to file a discrimination complaint online at <http://www.hud.gov/foreclosure> or <http://www.USA.gov>

△In English.

△In Spanish.

△Contact the toll-free housing discrimination hotline:  
**(800) 669-9777.**

△GET HELP NOW!

△Talk to a foreclosure avoidance counselor.

△Talk to your lender.

△Find state and local foreclosure resources.

△Contact HOPE NOW.

△Keep your home.

△Are you at risk of foreclosure?

△Tips for avoiding foreclosure.

△Foreclosure scams.

△Refinance Options.

△Learn about HOPE for homeowners.

△Who to call when a lender won't work with you?

△If You Can't Keep Your Home.

△Redemption period - your last chance to save your home.

△Local renting resources.

△Rental assistance.

△Relocation resources.

△FREE U.S. Postal Service Movers Guide.

### **STATE OF CALIFORNIA CONSUMER HOME MORTGAGE**

[www.yourhome.ca.gov/](http://www.yourhome.ca.gov/)

**or**

[www.sucasa.ca.gov/](http://www.sucasa.ca.gov/)

△ HELP 24 hours a day / 7 days a week.

△ Foreclosure Tax Relief.

△ Loan Servicer: Hotline” Contact Numbers.

△ (VA) - Trouble Making Payments.

△ NeighborWorks America.

△ Questions and Answers on Home Foreclosures and Debt Cancellation.

△ Credit Counseling.

△ HUD Approved Housing Counseling Agencies List (En Espanol).

△ List of Approved Credit Counseling Agencies:

△ Housing Counselor - Kern County:

CCCS of Kern and Tulare Counties

5300 Lennox Avenue, Suite 200

Bakersfield, California 93309-1662

Phone: (661) 324-9628

**Toll-Free: (800) 272-2482**

Fax Number: (661) 324-0750

E-mail: [cccskte@att.net](mailto:cccskte@att.net)

Web site: [www.californiacccs.org](http://www.californiacccs.org)

△ Counseling Services:

△ Home Equity.

△ Conversion Mortgage Counseling.

△ Home Improvement and Rehabilitation Counseling.

△ Homebuyer Education Programs.

△ Loss.

△ Mitigation.

△ Money Debt Management.

△ Mortgage Delinquency and Default Resolution Counseling.

△ Postpurchase Counseling.

△ Prepurchase Counseling.

△ HUD Approved Housing Counseling Agencies: California Cities.

△ Scams.

△ Shut the Door on Foreclosure Rescue Scams.

△ We Can Cut Your House Payments in Half!

△ Beware of Scam Artists.

### **PREDATORY LENDING**

△ Predatory lending is primarily a consumer law issue affecting all borrowers. Consumers can best seek relief under the Unfair Competition Law (UCL) by filing complaints against those businesses with the California Attorney General's Office, <http://www.corp.ca.gov> which enforces the UCL. Consumers can also file complaints against residential mortgage lenders with the California Department of Corporations, <http://www.corp.ca.gov> which licenses and regulated the lenders. However, if residential predatory lending has occurred because of discrimination against a protected category stated in the FEHA, the DFEH has jurisdiction and should be able to assist those aggrieved borrowers. The web site is <http://www.dfeh.ca.gov>

△ Please contact the Department of Consumer Affairs (DCA) [Http://www.dca.ca.gov](http://www.dca.ca.gov) Or you may contact DCA **toll-free at 1-800-952-5210** to have a guide/guides mailed out to you. These guides provide detailed and informative information if the rights and responsibilities of both tenants and landlords.

△ The Department of Fair Employment and Housing investigates only discrimination complaints. If you feel you have been or are being discriminated against, please call them at **Toll-free: (800) 884-1684.**

### **△ FAIR EMPLOYMENT AND HOUSING**

*“Just knowing there is help,  
is half the battle,  
knowing where to get the help you need,  
is winning the war,  
on discrimination and poverty.”*