

Superintendent Policy 4030: Nondiscrimination In Employment

Status: ADOPTED

Original Adopted Date: 08/01/2022 | **Last Reviewed Date:** 08/01/2022

The County Superintendent of Schools is determined to provide a safe, positive environment where all County Office of Education (COE) employees are assured of full and equal employment access and opportunities, protection from harassment and intimidation, and freedom from any fear of reprisal or retribution for asserting their employment rights in accordance with law. For purposes of this policy, employees include job applicants, interns, volunteers, and persons who contracted with the COE to provide services, as applicable.

No COE employee shall be discriminated against or harassed by any coworker, supervisor, manager, or other person with whom the employee comes in contact in the course of employment, on the basis of the employee's actual or perceived race, color, ancestry, national origin, age, religious creed, marital status, pregnancy, physical or mental disability, medical condition, genetic information, veteran or military status, sex, sexual orientation, gender, gender identity, gender expression, or association with a person or group with one or more of these actual or perceived characteristics.

The COE shall not inquire into any employee's immigration status nor discriminate against an employee on the basis of immigration status, unless there is clear and convincing evidence that the COE is required to do so in order to comply with federal immigration law. (2 CCR 11028)

Discrimination in employment based on the characteristics listed above is prohibited in all areas of employment and in all employment-related practices, including the following:

1. Hiring, compensation, terms, conditions, and other privileges of employment
2. Taking of adverse employment actions such as termination or denial of employment, promotion, job assignment, or training
3. Unwelcome conduct, whether verbal, physical, or visual, that is so severe or pervasive as to adversely affect an employee's employment opportunities or that has the purpose or effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile, or offensive work environment
4. Actions and practices identified as unlawful or discriminatory pursuant to Government Code 12940 or 2 CCR 11006-11086, such as:
 - a. Sex discrimination based on an employee's pregnancy, childbirth, breastfeeding, or any related medical condition or on an employee's gender, gender expression, or gender identity, including transgender status
 - b. Religious creed discrimination based on an employee's religious belief or observance, including religious dress or grooming practices, or based on the COE's failure or refusal to use reasonable means to accommodate an employee's religious belief, observance, or practice which conflicts with an employment requirement
 - c. Requiring medical or psychological examination of a job applicant or making an inquiry into whether a job applicant has a mental or physical disability or a medical condition or as to the severity of any such disability or condition, without the showing of a job-related need or business necessity
 - d. Failure to make reasonable accommodation for the known physical or mental disability of an employee or to engage in a timely, good faith, interactive process with an employee who has requested such accommodations in order to determine the effective reasonable accommodations, if any, to be provided to the employee

The County Superintendent of Schools also prohibits retaliation against any COE employee who opposes any discriminatory employment practice by the COE or its employees, agents, or representatives or who complains,

reports an incident, testifies, assists, or in any way participates in the COE's complaint process pursuant to this policy. No employee who requests an accommodation for any protected characteristic listed in this policy shall be subjected to any punishment or sanction, regardless of whether the request was granted. (Government Code 12940; 2 CCR 11028)

No employee shall, in exchange for a raise or bonus or as a condition of employment or continued employment, be required to sign a release of the employee's claim or right to file a claim against the COE or a nondisparagement agreement or other document that has the purpose or effect of preventing the employee from disclosing information about harassment, discrimination, or other unlawful acts in the workplace, including any conduct that the employee has reasonable cause to believe is unlawful. (Government Code 12964.5)

Complaints concerning employment discrimination, harassment, or retaliation shall immediately be investigated in accordance with procedures specified in the accompanying administrative regulation.

Any supervisory or management employee who observes or has knowledge of an incident of prohibited discrimination or harassment, including harassment of an employee by a nonemployee, shall report the incident to the Superintendent or designated COE coordinator as soon as practical after the incident. All other employees are encouraged to report such incidents to their supervisor immediately.

The County Superintendent of Schools or designee shall use all appropriate means to reinforce the COE's nondiscrimination policy, including providing training and information to employees about how to recognize harassment, discrimination, or other prohibited conduct, how to respond appropriately, and components of the COE's policies and regulations regarding discrimination. The Superintendent or designee shall regularly review the COE's employment practices and, as necessary, shall take action to ensure COE compliance with the nondiscrimination laws.

Any COE employee who engages in prohibited discrimination, harassment, or retaliation or who aids, abets, incites, compels, or coerces another to engage or attempt to engage in such behavior in violation of this policy shall be subject to disciplinary action, up to and including dismissal.

The COE shall maintain and preserve all applications, personnel, membership, or employment referral records and files for at least four years after the records are initially created or received or, for an applicant or a terminated employee, for four years after the date the employment action was taken. However, when the COE is notified that a complaint has been filed with the California Department of Fair Employment and Housing, records related to the employee involved shall be maintained and preserved until the later of the first date after the time for filing a civil action has expired or the first date after the complaint has been fully and finally disposed of and all administrative proceedings, civil actions, appeals, or related proceedings have been terminated. (Government Code 12946)

Federal References

Description

20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
28 CFR 35.101-35.190	Americans with Disabilities Act
29 USC 621-634	Age Discrimination in Employment Act
29 USC 794	Rehabilitation Act of 1973, Section 504
34 CFR 100.6	Compliance information
34 CFR 104.7	Designation of responsible employee for Section 504
34 CFR 104.8	Notice
34 CFR 106.8	Designation of responsible employee and adoption of grievance procedures
34 CFR 106.9	Severability
34 CFR 110.1-110.39	Nondiscrimination on the basis of age
42 USC 12101-12213	Equal opportunity for individuals with disabilities
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
42 USC 2000ff-2000ff-11	Genetic Information Nondiscrimination Act of 2008

42 USC 2000h-2-2000h-6
42 USC 6101-6107

Title IX of the Civil Rights Act of 1964
Age Discrimination Act of 1975

Management Resources References

CA Dept of Fair Employment and Housing
Publication
CA Dept of Fair Employment and Housing
Publication
CA Dept of Fair Employment and Housing
Publication
CA Dept of Fair Employment and Housing
Publication
Court Decision
Court Decision
U.S. DOE Office for Civil Rights Publication
U.S. Equal Employment Opportunity Comm
Publication
U.S. Equal Employment Opportunity Comm
Publication
Website
Website
Website

Description

Your Rights and Obligations as a Pregnant Employee
Workplace Harassment Guide for California Employers
Transgender Rights in the Workplace
California Law Prohibits Workplace Discrimination and Harassment
Thomson v. North American Stainless LP, (2011) 131 S.Ct. 863
Shephard v. Loyola Marymount, (2002) 102 Cal.Appl 4th 837
Notice of Non-Discrimination, August 2010
Enforcement Guidance: Vicarious Employer Liability for Unlawful
Harassment by Supervisors, June 1999
EEOC Compliance Manual
U.S. Equal Employment Opportunity Commission -
<https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==>
U.S. Department of Education, Office for Civil Rights -
<https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==>
California Department of Fair Employment and Housing -
<https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyI8K40jw==>

State References

2 CCR 11006-11086
2 CCR 11023
2 CCR 11024
2 CCR 11027-11028
5 CCR 4900-4965
Civ. Code 51.7
Ed. Code 200-262.4
Gov. Code 11135
Gov. Code 11138
Gov. Code 12900-12996
Gov. Code 12940-12952
Gov. Code 12960-12976
Pen. Code 422.56

Description

Discrimination in employment -
<https://simbli.eboardsolutions.com/SU/jUNOUneBGplusu4fVMYTIWMKA==>
Harassment and discrimination prevention and correction -
<https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbslsh34hY5zslsh5Q==>
Required training and education on harassment based on sex, gender identity
and expression, and sexual orientation -
<https://simbli.eboardsolutions.com/SU/WdslshVrKs4pluscfHplushNGLhCeQw==>
National origin and ancestry discrimination -
<https://simbli.eboardsolutions.com/SU/SYk7u9LttH4epGWfUlfjdg==>
Nondiscrimination in elementary and secondary education programs
Freedom from violence or intimidation -
<https://simbli.eboardsolutions.com/SU/biK5w5xHjaslshApluscWXhrJ7ZQ==>
Educational equity; prohibition of discrimination on the basis of sex -
<https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==>
Unlawful discrimination -
<https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==>
Rules and regulations
Fair Employment and Housing Act
Unlawful employment practices
Unlawful employment practices; complaints
Definitions, hate crimes

County Office Regulation 4030: Nondiscrimination In Employment

Status: ADOPTED

Original Adopted Date: 08/01/2022 | **Last Reviewed Date:** 08/01/2022

All allegations of discrimination in employment, including those involving an employee, job applicant, intern, volunteer, or other person contracted to provide services and resolved in accordance with procedures specified in this administrative regulation.

The COE designates the position identified below as its coordinator for nondiscrimination in employment (coordinator) to organize and manage the COE's efforts to answer inquiries regarding the COE's nondiscrimination policies. The coordinator may be contacted at:

Chief Human Resources Officer
San Luis Obispo County Office of Education
3350 Education Drive
San Luis Obispo, CA 93405
805-543-7732

Measures to Prevent Discrimination

To prevent unlawful discrimination, harassment, and retaliation in COE employment, the County Superintendent of Schools or designee shall implement the following

1. Display in a prominent and accessible location at every work site where the COE has employees, and post electronically in a conspicuous location on computer Employment and Housing (DFEH) posters on the prohibition of workplace discrimination and harassment, the rights of transgender employees, and the rights of a medical condition, or are recovering from childbirth (Government Code 12950; 2 CCR 11013, 11023, 11049)
2. Publicize the COE's nondiscrimination policy and regulation, including the complaint procedures and the coordinator's contact information, by: (5 CCR 4960; 3-
 - a. Including them in each announcement, bulletin, or application form that is used in employee recruitment
 - b. Posting them in all COE schools and offices, including staff lounges and other prominent locations
 - c. Posting them on the COE's web site and providing easy access to them through COE-supported social media, when available
3. Disseminate the COE's nondiscrimination policy and administrative regulation to all employees by one or more of the following methods: (2 CCR 11023)
 - a. Printing and providing a copy to all employees, with an acknowledgment form for each employee to sign and return
 - b. Sending a copy via email with an acknowledgment return form
 - c. Posting a copy on the COE website (Employee Annual Notifications) with a tracking system ensuring all employees have read and acknowledged receipt
 - d. Discussing the policy and regulation with employees upon hire and/or during a new hire orientation session
 - e. Any other way that ensures employees receive and understand the policy
4. Provide to employees a handbook which contains information that clearly describes the COE's nondiscrimination policy, procedures for filing a complaint, and the victim of any discriminatory or harassing behavior
5. Provide training regarding the COE's nondiscrimination policy, including what constitutes unlawful discrimination, harassment, and retaliation and how and to whom to report such behaviors.

The COE may also provide bystander intervention training to employees which includes information and practical guidance on how to recognize potentially problematic behaviors and how to intervene when they observe such behaviors. The training and education may include exercises to provide employees with the skills and confidence to intervene and support their intervention. (Government Code 12950.2)
6. Periodically review the COE's recruitment, hiring, and promotion processes and regularly monitor the terms, conditions, and privileges of employment to ensure compliance with applicable laws and regulations.
7. For any COE facility where 10 percent of employees have a language other than English as their spoken language, translate the policy into every language spoken by those employees.

Complaint Procedure

Complaints of sexual harassment shall be investigated and resolved in accordance with AR 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedure and harassment pursuant to 34 CFR 106.30.

Any other complaint alleging unlawful discrimination or harassment shall be addressed in accordance with the following procedures:

1. **Notice and Receipt of Complaint:** A complainant may inform a direct supervisor, another supervisor, the coordinator, the County Superintendent of Schools or the County Superintendent of Schools' designee. The complainant's direct supervisor may be bypassed in filing a complaint when the supervisor is the subject of the complaint.

The complainant may first attempt to resolve the situation informally with the complainant's supervisor before filing a written complaint.

A supervisor or manager who has received information about an incident of discrimination or harassment, or has observed such an incident, shall report it to the coordinator.

The written complaint should contain the complainant's name, the name of the individual who allegedly committed the act, a description of the incident, the date of the incident, any available evidence of the discrimination or harassment, and any other pertinent information which may assist in investigation.
2. **Investigation Process:** The coordinator shall initiate an impartial investigation of an allegation of discrimination or harassment within five business days of receipt of the complaint, regardless of whether a written complaint has been filed or whether the written complaint is complete.

The coordinator shall meet with the complainant to describe the COE's complaint procedure and discuss the actions being sought by the complainant in response to the investigation of the allegations will be fair, timely, and thorough and will be conducted in a manner that provides all parties due process as collected. The coordinator shall also inform the parties that the investigation will be kept confidential to the extent possible, but that some information may be

If the coordinator determines that a detailed fact-finding investigation is necessary, the investigation shall begin immediately. As part of this investigation, the coordinator shall interview the complainant, the person accused, and other persons who could be expected to have relevant information.

The coordinator shall track and document the progress of the investigation to ensure reasonable progress and shall inform the parties as necessary.

When necessary to carry out the investigation or to protect employee safety, the coordinator may discuss the complaint with the County Superintendent of Schools or designee.

The coordinator shall also determine whether interim measures, such as scheduling changes, transfers, or leaves, need to be taken before the investigation is complete. The coordinator shall ensure that such interim measures do not constitute retaliation.

3. **Written Report on Findings and Remedial/Corrective Action:** No more than 20 business days after receiving the complaint, the coordinator shall conclude the investigation and prepare a written report. The report shall include the decision and the reasons for the decision and shall summarize the steps taken during the investigation. If a determination has been made that discrimination or harassment is prevented. The report shall be presented to the County Superintendent of Schools or designee.

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A summary of the findings shall be presented to the complainant and the person accused.

4. **Appeal to the County Superintendent of Schools:** The complainant or the person accused may appeal any findings to the County Superintendent of Schools within 10 business days of the coordinator's findings. The County Superintendent of Schools shall render his/her decision within 10 business days.

Other Remedies

In addition to filing a discrimination or harassment complaint with the COE, a person may file a complaint with either DFEH or the Equal Employment Opportunity Commission as follows:

1. For filing a complaint with DFEH alleging a violation of Government Code 12940-12952, within three years of the alleged discriminatory act(s), unless an exception applies (Government Code 12960)
2. For filing a complaint with EEOC, within 180 days of the alleged discriminatory act(s) (42 USC 2000e-5)
3. For filing a complaint with EEOC after first filing a complaint with DFEH, within 300 days of the alleged discriminatory act(s) or within 30 days after the termination of the employment (42 USC 2000e-5)

Federal References

20 USC 1681-1688
 28 CFR 35.101-35.190
 29 USC 621-634
 29 USC 794
 34 CFR 100.6
 34 CFR 104.7
 34 CFR 104.8
 34 CFR 106.8
 34 CFR 106.9
 34 CFR 110.1-110.39
 42 USC 12101-12213
 42 USC 2000d-2000d-7
 42 USC 2000e-2000e-17
 42 USC 2000ff-2000ff-11
 42 USC 2000h-2-2000h-6
 42 USC 6101-6107

Description

Title IX of the Education Amendments of 1972; discrimination based on sex
 Americans with Disabilities Act
 Age Discrimination in Employment Act
 Rehabilitation Act of 1973, Section 504
 Compliance information
 Designation of responsible employee for Section 504
 Notice
 Designation of responsible employee and adoption of grievance procedures
 Severability
 Nondiscrimination on the basis of age
 Equal opportunity for individuals with disabilities
 Title VI, Civil Rights Act of 1964
 Title VII, Civil Rights Act of 1964, as amended
 Genetic Information Nondiscrimination Act of 2008
 Title IX of the Civil Rights Act of 1964
 Age Discrimination Act of 1975

Management Resources References

CA Dept of Fair Employment and Housing Publication
 CA Dept of Fair Employment and Housing Publication
 CA Dept of Fair Employment and Housing Publication
 CA Dept of Fair Employment and Housing Publication
 Court Decision
 Court Decision
 U.S. DOE Office for Civil Rights Publication
 U.S. Equal Employment Opportunity Comm Publication

Description

Your Rights and Obligations as a Pregnant Employee
 Workplace Harassment Guide for California Employers
 Transgender Rights in the Workplace
 California Law Prohibits Workplace Discrimination and Harassment
 Thomson v. North American Stainless LP, (2011) 131 S.Ct. 863
 Shephard v. Loyola Marymount, (2002) 102 Cal.Appl 4th 837
 Notice of Non-Discrimination, August 2010
 Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 1999

U.S. Equal Employment Opportunity Comm Publication

Website

Website

Website

State References

2 CCR 11006-11086

2 CCR 11023

2 CCR 11024

2 CCR 11027-11028

5 CCR 4900-4965

Civ. Code 51.7

Ed. Code 200-262.4

Gov. Code 11135

Gov. Code 11138

Gov. Code 12900-12996

Gov. Code 12940-12952

Gov. Code 12960-12976

Pen. Code 422.56

EEOC Compliance Manual

U.S. Equal Employment Opportunity Commission -

<https://simbli.eboardsolutions.com/SU/yWZpgy5hWTz73t9BVEDPpA==>

U.S. Department of Education, Office for Civil Rights -

<https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==>

California Department of Fair Employment and Housing -

<https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyl8K40jw==>

Description

Discrimination in employment -

<https://simbli.eboardsolutions.com/SU/jUNOUneBGplusu4fvMYTIWMKA==>

Harassment and discrimination prevention and correction -

<https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbslsh34hY5zslsh5Q==>

Required training and education on harassment based on sex, gender identity and expression, and sexual orientation - <https://simbli.eboardsolutions.com/SU/WdslshVrKs4pluscFHplushNGLhCeQw==>

National origin and ancestry discrimination -

<https://simbli.eboardsolutions.com/SU/SYk7u9LttH4epGWfUlfjdg==>

Nondiscrimination in elementary and secondary education programs

Freedom from violence or intimidation -

<https://simbli.eboardsolutions.com/SU/biK5w5xHjaslshApluscWXhrJ7ZQ==>

Educational equity; prohibition of discrimination on the basis of sex -

<https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==>

Unlawful discrimination - <https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==>

Rules and regulations

Fair Employment and Housing Act

Unlawful employment practices

Unlawful employment practices; complaints

Definitions, hate crimes

Exhibit 4030-E(1): Nondiscrimination In Employment - Complaint Form

Status: DRAFT

Original Adopted Date: 08/01/2022 | **Last Reviewed Date:** 08/01/2022

TO: County Superintendent of Schools, San Luis Obispo County Office of Education

FROM: Name(s) _____

ADDRESS: _____

TELEPHONE: _____

EMAIL ADDRESS: _____

1) Name of employee against whom the complaint is being made.

2) Complete description of the complaint, including all witnesses, dates, places and evidence necessary for a complete understanding of the complaint.

You may use additional paper to describe your complaint more fully if you so desire.

3. A description of prior attempt(s) to discuss the complaint with the employee involved.

4. The name of the County Office of Education administrator with whom the matter was discussed and the date and result of that discussion.

5. The solution that the complainant believes will resolve the complaint.

I (We) understand that the County Superintendent may request further information about this complaint, and if such information is available, I (We) shall present it upon request.

I (We) also understand that a copy of this complaint will be given to the person(s) named in the complaint, and he/she/they will be given the opportunity to respond in writing, and I (We) will receive a copy of such response.

I (We) certify under penalty of perjury that the foregoing is true and correct.

Date: _____

Signature(s): _____

Federal References

- 20 USC 1681-1688
- 28 CFR 35.101-35.190
- 29 USC 621-634
- 29 USC 794
- 34 CFR 100.6
- 34 CFR 104.7
- 34 CFR 104.8
- 34 CFR 106.8
- 34 CFR 106.9
- 34 CFR 110.1-110.39
- 42 USC 12101-12213
- 42 USC 2000d-2000d-7
- 42 USC 2000e-2000e-17
- 42 USC 2000ff-2000ff-11
- 42 USC 2000h-2-2000h-6
- 42 USC 6101-6107

Description

- Title IX of the Education Amendments of 1972; discrimination based on sex
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Rehabilitation Act of 1973, Section 504
- Compliance information
- Designation of responsible employee for Section 504
- Notice
- Designation of responsible employee and adoption of grievance procedures
- Severability
- Nondiscrimination on the basis of age
- Equal opportunity for individuals with disabilities
- Title VI, Civil Rights Act of 1964
- Title VII, Civil Rights Act of 1964, as amended
- Genetic Information Nondiscrimination Act of 2008
- Title IX of the Civil Rights Act of 1964
- Age Discrimination Act of 1975

Management Resources References

- CA Dept of Fair Employment and Housing Publication
- CA Dept of Fair Employment and Housing Publication
- CA Dept of Fair Employment and Housing Publication

Description

- Your Rights and Obligations as a Pregnant Employee
- Workplace Harassment Guide for California Employers
- Transgender Rights in the Workplace

CA Dept of Fair Employment and Housing Publication	California Law Prohibits Workplace Discrimination and Harassment
Court Decision	Thomson v. North American Stainless LP, (2011) 131 S.Ct. 863
Court Decision	Shepard v. Loyola Marymount, (2002) 102 Cal.Appl 4th 837
U.S. DOE Office for Civil Rights Publication	Notice of Non-Discrimination, August 2010
U.S. Equal Employment Opportunity Comm Publication	Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 1999
U.S. Equal Employment Opportunity Comm Publication	EEOC Compliance Manual
Website	U.S. Equal Employment Opportunity Commission - https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==
Website	U.S. Department of Education, Office for Civil Rights - https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==
Website	California Department of Fair Employment and Housing - https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyl8K40jw==

State References

Description

2 CCR 11006-11086	Discrimination in employment - https://simbli.eboardsolutions.com/SU/jUNOUneBGplusu4fVMYTIWMKA==
2 CCR 11023	Harassment and discrimination prevention and correction - https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbslsh34hY5zslsh5Q==
2 CCR 11024	Required training and education on harassment based on sex, gender identity and expression, and sexual orientation - https://simbli.eboardsolutions.com/SU/WdslshVrKs4pluscfHplushNGLhCeQw==
2 CCR 11027-11028	National origin and ancestry discrimination - https://simbli.eboardsolutions.com/SU/SYk7u9LttH4epGWfUlfjdg==
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Civ. Code 51.7	Freedom from violence or intimidation - https://simbli.eboardsolutions.com/SU/biK5w5xHjaslshApluscWXhrJ7ZQ==
Ed. Code 200-262.4	Educational equity; prohibition of discrimination on the basis of sex - https://simbli.eboardsolutions.com/SU/ytTLslshoozWGUAAbNL6kKkgxQ==
Gov. Code 11135	Unlawful discrimination - https://simbli.eboardsolutions.com/SU/PcUFWeMcCJnzBrKAL0EtfQ==
Gov. Code 11138	Rules and regulations
Gov. Code 12900-12996	Fair Employment and Housing Act
Gov. Code 12940-12952	Unlawful employment practices
Gov. Code 12960-12976	Unlawful employment practices; complaints
Pen. Code 422.56	Definitions, hate crimes