

FAIR HOUSING

YOU ARE PROTECTED UNDER CALIFORNIA LAW!

The California Department of Fair Employment and Housing (DFEH) enforces laws that protect you from illegal discrimination and harassment in housing based on your actual or perceived:

- **Age (Unruh Civil Rights Act)**
- **Ancestry**
- **Color**
- **Disability** (mental and physical, including HIV and AIDS)
- **Familial status** (households with a child or children under age 18)
- **Gender, gender identity, gender expression**
- **Genetic information**
- **Marital status**
- **Medical condition** (genetic characteristics, cancer or a record or history of cancer)
- **National origin** (includes language use restrictions)
- **Religion** (includes religious dress and grooming practices)
- **Sex** (includes pregnancy, childbirth, breastfeeding and related medical conditions)
- **Sexual orientation**
- **Source of income**

Common fair housing violations, based on the categories listed above, include the following:

- **Refusal to rent, lease, or sell housing.**
- **Sexual harassment** involving unwanted sexual advances or requiring sexual favors for housing rights or privileges.
- **Discriminatory policies, practices, terms, or conditions** that result in unequal access to housing or housing related services.
- **Creating property documents**, such as deeds or CC&Rs, that contain restrictive covenants limiting sale, rental, or use of housing.
 - **Denial of a home loan or homeowner's insurance.**
- **Failure to provide reasonable accommodation** in rules, policies, practices or procedures, when necessary to accommodate a disability.
- **Refusal to permit reasonable modification** at the tenant's expense, when necessary to accommodate a disability.

It also is illegal for cities, counties, or local government agencies to make zoning or land-use decisions or policies that unlawfully discriminate against you based on the categories listed above.

WHAT THE DFEH DOES

- **Enforces** the Fair Employment and Housing Act, the Unruh Civil Rights Act, and the Ralph Civil Rights Act.
- **Investigates complaints** of discrimination, harassment, and hate violence in employment, housing and public accommodations.

- **Mediates complaints of discrimination** to resolve disputes between parties involving alleged violations of the laws the DFEH enforces.
- **Files and prosecutes lawsuits** against those who violate the laws the DFEH enforces.
- **Educates Californians** about the laws prohibiting discrimination, harassment, retaliation and hate violence in employment, housing, and public accommodations.

You have the right to complain about housing discrimination! If you believe you have experienced illegal discrimination or harassment in housing, you can explore filing a complaint with DFEH by taking the following steps:

- File a complaint online at www.dfeh.ca.gov or contact us at our toll-free number (800) 884-1684.
- Provide specific facts about the incident.
- Provide copies of documents that support the charges in your complaint.
- Keep records and documents about the complaint, such as rent receipts, applications, and other potential proof of discrimination.

Complaints must be filed within one year of the last act of discrimination/harassment or, for victims who are under the age of 18, not later than one year after the victim's eighteenth birthday.

If your complaint is accepted, the DFEH will conduct an impartial investigation. The DFEH is a neutral fact-finding agency and does not represent complaints or respondents. The DFEH's role is to determine if the law has been violated. Whenever possible, the DFEH will assist both parties to resolve the complaint. Examples of resolution could include:

- Making previously denied housing available.
- Compensation for losses and emotional distress.
- Training and policy changes to prevent future discrimination.
- Other actions to eliminate the effects of discrimination.

If DFEH is unable to resolve the complaint, and there is sufficient evidence to establish a violation of the law, the DFEH may litigate the matter in superior court.

For more information contact (800) 884-1684; TTY (800) 700-2320; videophone for the hearing impaired (916) 226-5285; contact.center@dfeh.ca.gov; or www.dfeh.ca.gov.

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