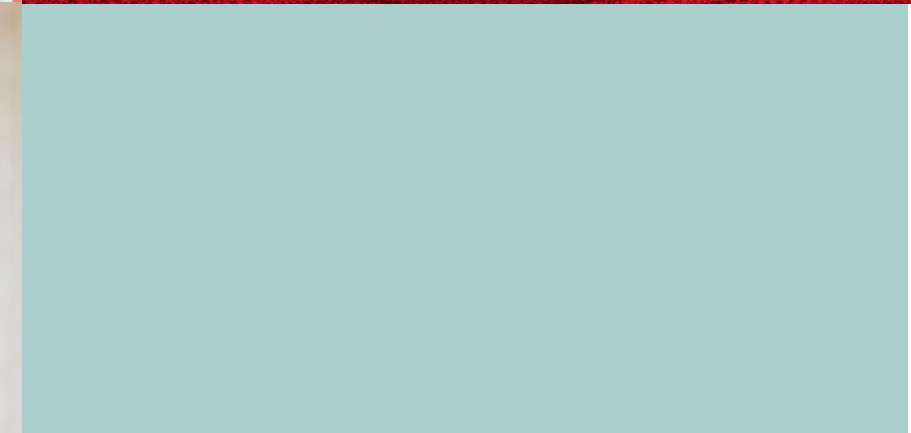


CH Civil + Human Rights R♥ and Equity Department

COMMISSION ON CIVIL RIGHTS

April 2022



Engagement & Events

April 9, 2022

LA LAW DAY

CHANGING THE ODDS

Live Mentorship

Logos: LACBA, JOHN M. LANGSTON BAR ASSOCIATION OF LOS ANGELES, LSAC, Law School Admission Council, Empowering Student VOICE, WLALA WOMEN LAWYERS ASSOCIATION OF LOS ANGELES, AAPI EQUITY ALLIANCE, LA Civil Rights, PEPPERDINE CARUSO SCHOOL OF LAW, LEGALLYFIT, SOUTHWESTERN LAW SCHOOL LOS ANGELES, PAUL KREKORIAN, BET TZEDEK JUSTICE FOR ALL, UCLA School of Law, CHANGE.

CITY OF LOS ANGELES
LA CITY HUMAN RELATIONS COMMISSION
TRANSGENDER ADVISORY COUNCIL

TRANS AND NON-BINARY JOB FAIR*

*TRAINING FOR EMPLOYERS PRIOR TO JOB FAIR IS REQUIRED.
Start planning for your future career at this fair!

<https://bit.ly/TACJobFair>

MARCH 31, 2022
8:30 - 9:30 AM: TRAINING FOR EMPLOYERS
10 AM - 12PM: JOB FAIR

LA Civil Rights

Engagement & Events




WOMEN'S HISTORY MONTH
FILM SCREENING

"LFG"

MARCH 3, 2022 | 6PM PST

RSVP: [BIT.LY/LFG2022LACITY](https://bit.ly/LFG2022LACITY)

LA Civil Rights LACSW
 picturemotion



LA CITY HUMAN RELATIONS COMMISSION
TRANSGENDER ADVISOR COUNCIL

TRANSGENDER ADVISORY COUNCIL

TRANS INCLUSION IN THE WORKPLACE

GENDER AND SEXUAL DIVERSITY TRAINING FOR EMPLOYERS

MARCH 1, 2022
10:00 AM-12:00 PM

Register at:
bit.ly/TACEmployers

LA Civil Rights



LA CITY HUMAN RELATIONS COMMISSION
TRANSGENDER ADVISOR COUNCIL

Job Readiness for Trans and Non-Binary Community

Learn about resume, cover letter, interview skills, and professional attire.

March 1, 2022 | 5:00 pm-6:00 pm

Register at:
bit.ly/TACJobSeekers



LA Civil Rights

Upcoming Events

- ***Forward Together***, a series of community dialogue events commemorating the 30th Anniversary of the April 29, 1992 ("4/29") Los Angeles Civil Unrest
 - **April 21, 2022**
 - **May 3, 2022**

Community Calendar of 4/29 Events

<https://civilandhumanrights.lacity.org/get-involved/highlights/la-civil-rights-publishes-community-calendar-30th-anniversary-la-civil>

LA for All Campaign

LA Civil Rights launched the LA for All campaign, an anti-hate PSA campaign, which became the largest anti-hate campaign in city history with assets in 18 languages.

The multilingual citywide campaign meets at the intersection of art, advocacy, and community – and stands up for an inclusive Los Angeles with physical assets on over 4,100 advertisement spaces throughout Greater Los Angeles.

LA For All continues to grow with more languages in development and the addition of recent partners, including the LA Mission, USC and LAUSD where multilingual banners will soon appear on over 70 campuses across the school district.

More than a passive campaign, LA For All provides a framework for combating hate and divisions by coalescing around Los Angeles values of inclusion, diversity, and belonging for all.

The graphic features the text "LA IS FOR EVERYONE" in large, colorful, stylized letters. The letters are filled with various colors and patterns, including geometric shapes and dots. Below the main text, there is a yellow banner with the text "SEE OR EXPERIENCE A HATE CRIME OR INCIDENT? REPORT IT." and a QR code. At the bottom, there is a call to action: "Call 2-1-1 or 3-1-1 to report a hate incident. Call 9-1-1 to report a crime in progress. Assistance available in multiple languages. Find resources at CivilAndHumanRights.LACity.org/LAforALL". The City of Los Angeles seal is also present.

SEE OR EXPERIENCE A HATE CRIME OR INCIDENT? REPORT IT.

Call 2-1-1 or 3-1-1 to report a hate incident.
Call 9-1-1 to report a crime in progress.
Assistance available in multiple languages.
Find resources at
[CivilAndHumanRights.LACity.org/LAforALL](https://www.lacity.org/civil-and-human-rights/LAforALL)

scan me

#LAforAll



- **LA Civil Rights earned the Bronze Los Angeles American Advertising Award for the LA for All Campaign in the Public Service Out-of-Home campaign category!**
- **The Los Angeles Zoo is joining the campaign**



Discrimination Enforcement

LA Civil Rights has quasi-judicial authority to address the long-standing discrimination impacting underserved communities which denies equal treatment in private commerce, education, employment, and housing.



CH R Discrimination Enforcement Areas

The City of Los Angeles Ordinance 186084, Section 51.05 allows any person whose rights are violated as described in Section 51.03 to file a complaint. LA Civil Rights has authority over complaints involving actual or perceived:

Commerce

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Primary Language
- Race
- Religion
- Sexual Orientation
- Source of Income
- Veteran Status

Education

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Primary Language
- Race
- Religion
- Sexual Orientation
- Source of Income
- Veteran Status

Employment

- Employment Status
- Primary Language
- Source of Income

Housing

- Citizenship Status
- Employment Status
- Primary Language

State law controls the enforcement of housing and employment violations for certain protected classes. For housing and employment violations involving these protected classes, LA Civil Rights will refer violations to the appropriate agency, including the City Attorney, District Attorney, California Department of Fair Employment and Housing, Attorney General, or a legal aid group. LA Civil Rights will only provide referrals when superseded by state or federal law. When LA Civil Rights has authority, complainants have the option to go through an investigation and hearing process or proceed on their own in state court.

Complaint Process Summary

Intake & Investigation Process

- LA Civil Rights receives and reviews the intake form.
- If the criteria is met, move to investigation. If not, a referral will be provided.
- During the investigation process, LA Civil Rights collects additional information and has the authority to issue subpoenas as needed.
- If discriminatory practices are founded, the General Manager will issue a Notice of Violation.
- The Notice of Violation outlines the discriminatory practices and includes monetary penalties and corrective actions.

Settlement & Mediation Options

- Mediation with an outside entity is an available option at any period during the process.
- The General Manager may enter into a settlement agreement with the Respondent at any time, subject to the approval of the Commission.
- Filing a discrimination complaint with LA Civil Rights does not preclude pursuing any other available remedies.

Hearing Process

- Whenever a person receives a Notice of Violation, that person or company may seek an administrative hearing within 15 days of the date of the Notice of Violation.
- An independent Hearing Officer reviews the evidence and makes a ruling.

Appeal Process

- The Respondent or General Manager may appeal the ruling of the Hearing Officer to the Commission on Civil Rights with 15 calendar days from the date of service of the administrative ruling.
- The Commission on Civil Rights will review the ruling under an abuse of discretion standard.
- If the Commission on Civil Rights may reject the ruling in whole or in part if it finds that the Hearing Officers' ruling is based on an abuse of discretion.



Connect with LA Civil Rights

@lacivilrights   



civilandhumanrights@lacity.org

www.civilandhumanrights.lacity.org