

# Privacy Notification

The information you provide is subject to the Department's Privacy Policy. The Information Practices Act of 1977 requires this Department to provide the following information to persons who are asked by the Department of Fair Employment and Housing (DFEH) to supply information:

1. The principal purpose for requesting information is to receive, investigate, and resolve complaints of discrimination
2. California Government Code section 12900, ex et seq. and California Civil Code section 51 et seq. require persons seeking to file complaints with DFEH to provide sufficient information for the Department to establish jurisdiction and conduct an investigation of the allegations.
3. The submission of requested information by those against whom a complaint is filed (respondent) is voluntary. However, all respondents should be aware that DFEH has the authority to subpoena those records and witnesses it deems necessary to complete the investigation.
4. As authorized by law, information furnished may be transferred to the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, the U.S. Department of Labor, the U.S. Department of Housing and Urban Development, the U.S. Department of Health and Human Services, the U.S. Department of Education, the U.S. Department of Justice, or any branch of the California State Government, or any other local or Federal agency with similar jurisdiction.
5. Information furnished would also be released pursuant to a valid subpoena.
6. As permitted by the Information Practices Act, unless compelled by a subpoena, we do not release information in complaint files relating to open cases other than non personal information on the complaint form itself. Once a complaint is closed, individuals have the right of access to records containing personal information about them, which are maintained by the Department of Fair Employment and Housing. Non personal information, including the allegations in the complaint document itself, are disclosable to the public when a case has been closed.



# CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING PRE-COMPLAINT INQUIRY EMPLOYMENT

The completion and submission of this Pre-Complaint Inquiry will initiate an intake interview with a Department of Fair Employment and Housing (DFEH) representative. The Pre-Complaint Inquiry is not a filed complaint. The DFEH representative will determine if a complaint can be accepted for investigation.

NAME:

TELEPHONE NUMBER:

ADDRESS:

EMAIL ADDRESS:

CITY/STATE/ZIP:

NAME OF THE EMPLOYER WHOM YOU WISH TO FILE AGAINST (company, government entity, employment agency, union, etc.):

NAME:

TELEPHONE NUMBER:

ADDRESS:

CITY/STATE/ZIP:

NUMBER OF EMPLOYEES: \_\_\_\_\_

DATE MOST RECENT DISCRIMINATION TOOK PLACE (Month/Day/Year): \_\_\_\_\_

NAME THE INDIVIDUALS WHOM YOU WISH TO FILE AGAINST (Individuals who were involved in this particular complaint):

NAME/TITLE:

ADDRESS:

PHONE NUMBER:

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1. I ALLEGE THAT I EXPERIENCED:  Discrimination  Harassment  Retaliation

BECAUSE OF MY ACTUAL OR PERCIEVED:

- Age- 40 and Over
- Ancestry
- Association with a Member of a Protected Class
- Color
- Disability
- Engagement in Protected Activity
- Family, Care or Medical Leave
- Genetic Information or Characteristics
- Marital Status
- Medical Condition- Cancer, Cancer Related Illness, or Genetic Characteristics
- Military or Veteran Status
- National Origin- Including Language Use Restrictions
- Race
- Religion
- Sex- Gender
- Sex- Gender Identity or Gender Expression
- Sex- Pregnancy
- Sexual Orientation

AS A RESULT, I WAS:

- Asked Impermissible, Non-Job Related Questions
- Demoted
- Denied a Good Faith Interactive Process
- Denied a Work Environment Free of Discrimination and/or Retaliation
- Denied Continuation of Employer-Paid Health Care Coverage While On Pregnancy Disability Leave
- Denied Employment
- Denied Equal Pay
- Denied Family Care or Medical Leave
- Denied Pregnancy Leave
- Denied Promotion
- Denied Reasonable Accommodation
- Denied Reinstatement
- Denied The Right to Wear Pants
- Forced to Quit
- Laid Off
- Terminated
- Tested for Genetic Characteristics
- Other (specify) \_\_\_\_\_

2. Do you have an attorney who agreed to represent you in this matter?  Yes  No

If yes, please provide the attorney's contact information.

Attorney Name:

\_\_\_\_\_

Attorney Firm Name:

\_\_\_\_\_

Attorney Address:

\_\_\_\_\_

Attorney City, State, and Zip:

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## DEMOGRAPHIC INFORMATION

THIS INFORMATION IS OPTIONAL AND IS ONLY USED FOR STATISTICAL PURPOSES.

### GENDER:

- Male
- Female
- Other

### MARITAL STATUS:

- Single
- Married
- Divorced
- Cohabitation

### RACE:

- Asian
- American Indian or Alaskan Native
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

### NATIONAL ORIGIN:

- Afghani National Origin
- American [U.S.A] National
- Bangladeshi National Origin
- Cambodian National Origin
- Canadian National Origin
- Chinese National Origin
- Cuban National Origin
- Dominican National Origin
- Egyptian National Origin
- English National Origin
- Ethiopian National Origin
- Fijian National Origin
- Filipino National Origin
- German National Origin
- Ghanaian National Origin
- Guamanian National Origin
- Haitian National Origin
- Hawaiian National Origin
- Hmong National Origin
- Indonesian National Origin
- Iranian National Origin
- Iraqi National Origin
- Irish National Origin
- Italian National Origin
- Jamaican National Origin
- Japanese National Origin
- Korean National Origin
- Laotian National Origin
- Lebanese National Origin
- Malaysian National Origin
- Mexican National Origin
- Nigerian National Origin
- Other African National Origin
- Other Asian National Origin
- Other Caribbean National Origin
- Other European National Origin
- Other Hispanic/Latino National Origin
- Other Middle Eastern National
- Other National Origin
- Pakistani National Origin
- Puerto Rican National Origin
- Salvadoran National Origin
- Samoan National Origin
- Sri Lankan National Origin
- Syrian National Origin
- Taiwanese National Origin
- Thai National Origin
- Tongan National Origin
- Vietnamese National Origin