

# NOT IN OUR WORKPLACE!

**DISCRIMINATION.  
SEXUAL HARASSMENT.  
RETALIATION.**



Every County of Los Angeles employee, and every person engaged in business with or on behalf of the County, has an ongoing responsibility to create a non-discriminatory work environment.

**NO DISCRIMINATION**  
disparate or adverse treatment of an individual based on or because of an individual's protected status

**NO SEXUAL /UNLAWFUL HARASSMENT**  
behavior creating an intimidating, hostile, offensive, or abusive work environment

**NO RETALIATION**  
adverse employment action against another for reporting a protected incident or filing a complaint of conduct or opposing conduct

## PROTECTED CHARACTERISTICS

- Age 40 and over
- Ancestry
- Color
- Denial of family and medical care leave
- Disability (including mental and physical disability)
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Genetic information
- Marital status
- Medical condition (cancer and genetic characteristics)
- Military and veteran status
- National origin (including language use restrictions)
- Race
- Religious creed (including religious dress and grooming practices)
- Sex (including pregnancy, childbirth, breastfeeding, and their related medical conditions)
- Sexual orientation
- Any other characteristic protected by state or federal employment law

## PROTECTED ACTIVITIES

- Filing a complaint
- Participating in an investigation or administrative proceeding
- Opposing an unlawful employment action

## WHAT TO DO

Discrimination, sexual harassment, and retaliation are illegal. If you experience, observe, or know of a problem in any of these areas, please contact:



**Any County manager or supervisor**



**County Intake Specialist Unit**  
Hall of Administration  
500 West Temple Street, Rm B-26  
Los Angeles, CA 90012  
(213) 974-9868 or (855) 999-2367  
<https://ceop.bos.lacounty.gov>



**California Department of Fair Employment and Housing**  
(800) 884-1684  
[www.dfeh.ca.gov](http://www.dfeh.ca.gov)



**U.S. Equal Employment Opportunity Commission (EEOC)**  
(800) 669-4000 or (213) 894-1000  
[www.eeoc.gov](http://www.eeoc.gov)

## FOR MORE INFORMATION

Contact your Department's EEO Coordinator:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Phone/Email

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COUNTY OF LOS ANGELES  
BOARD OF SUPERVISORS

## EQUAL EMPLOYMENT OPPORTUNITY NON-DISCRIMINATION POLICY

It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of age (40 and over); ancestry; color; ethnicity; religious creed (including religious dress and grooming practices); denial of family and medical care leave; disability (including mental and physical disability); marital status; medical condition (cancer and genetic characteristics); genetic information; military and veteran status; national origin (including language use restrictions); race; sex (including pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding); gender; gender identity; gender expression; sexual orientation; and any other characteristic protected by state or federal employment law. Our commitment includes ensuring a non-discriminatory workplace where individuals are valued for their differences, as well as their similarities.

Every County of Los Angeles employee, and every person engaged in business with or on behalf of the County, has an ongoing responsibility to create a non-discriminatory work environment through their personal conduct.

Responsibility for the implementation of the County of Los Angeles Equal Employment Opportunity Non-Discrimination Policy rests with the Director of Personnel. However, all department heads are responsible for carrying out this policy within their department. The Board of Supervisors expects each department head, manager, and supervisor to ensure compliance with this policy.