

LOS ANGELES COUNTY WORKPLACE EQUITY

ELEVATE

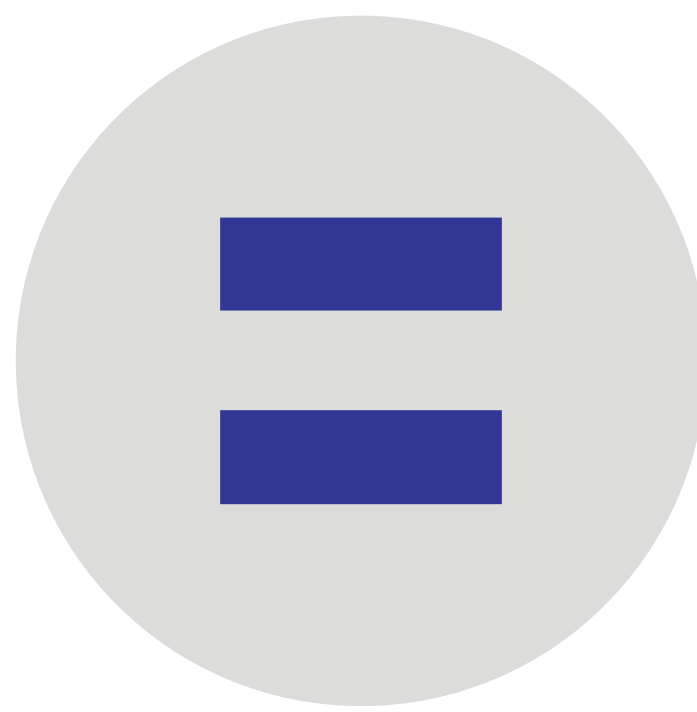
R E S P E C T . R E A C T . R E P O R T .

EQUITY MATTERS

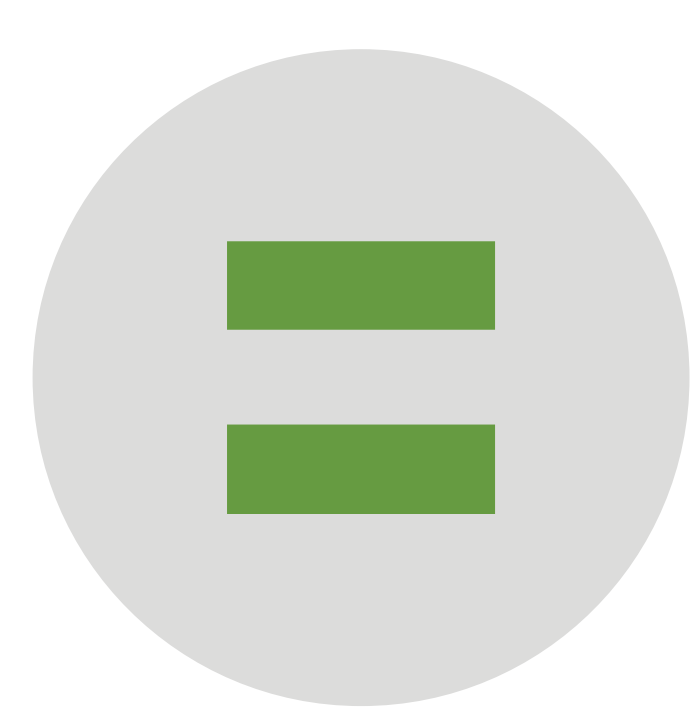
Empowering YOU under the
COUNTY POLICY OF EQUITY



R E S P E C T .



R E A C T .



R E P O R T .

TO FILE OR NOT TO FILE?

Ask Yourself: Is the conduct related to a protected category?

REMEMBER:

Not Every Workplace Issue Involves Equity.

PROTECTED CATEGORIES

Age (40 and over)	Ancestry	Color	Ethnicity	Citizenship
National Origin	Race	Disability	Medical Condition	Genetic Information
Denial of FMLA	Marital Status	Military/Veteran Status	Sex (including pregnancy, childbirth, breastfeeding, and related medical conditions)	Sexual Orientation
Gender	Gender Identity	Gender Expression	Religious Creed	Any other protected characteristic under State or Federal Law.

RETALIATION: FOR COMPLAINING OF AN EQUITY ISSUE, OPPOSING CONDUCT WHICH MAY VIOLATE THE CPOE, OR PARTICIPATING IN AN EQUITY INVESTIGATION.

“SHOULD I FILE?” EXAMPLES - YES? NO? MAYBE SO?

Example: The employee alleges harassment because of their religion, disability, race, etc. (Conduct + **Equity**) = CPOE

YES

File it at: ceop.lacounty.gov

Example: The employee does not allege or complain about any protected characteristic above.
(Conduct + **No Equity**) = CPOE

NO

No need to file: You may want to consider:

- Consulting your HR office or DHR
- Filing a Fraud Hotline complaint
- Contacting Law Enforcement

Example: You are unable to ask the employee whether their complaint involves a protected characteristic or it is hard to tell.

MAYBE SO

Contact the Intake Unit for consultation. We are here to help!
(213) 974-9868 or (855) 999-CEOP

HAVE QUESTIONS? NEED CONSULTATION? WANT TO AVOID DUPLICATE FILINGS? CONTACT THE INTAKE UNIT FOR ASSISTANCE AT (213)974-9868 OR (855)999-CEOP