



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.





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, State of California Civil Rights Department, 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 LA Civil Rights will only provide referrals when superseded by state or federal law.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 found, 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.

