

2022

ANNUAL REPORT

CIVIL RIGHTS DEPARTMENT



This report has been prepared pursuant to Government Code section 12930(k), which requires the Civil Rights Department to “render annually to the Governor and the Legislature a written report of its activities and its recommendations.”

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EXECUTIVE SUMMARY

The California Civil Rights Department (CRD) is the institutional centerpiece of California’s broad policy against discrimination, harassment, and hate violence. Born out of a decades-long struggle to prohibit discrimination in employment, housing, and business establishments, CRD has been at the forefront of protecting civil rights in California since its inception. CRD operates both virtually and through offices across California in Bakersfield, Elk Grove, Fresno, Los Angeles, Oakland, and Riverside. The department has more than 300 positions and an annual operating budget of approximately \$65 million.

In 2022, the department underwent a major transformation, changing its name from the Department of Fair Employment and Housing — the name of the department since 1980 — to the Civil Rights Department. The new name more accurately reflects the department’s role enforcing a broad range of civil rights protections and aims to increase clarity for partners and those who encounter discrimination in contexts outside of housing and employment, such as access to public accommodations and participation in services that are provided by recipients of state funds, or for those who experience other types of civil rights violations within CRD’s jurisdiction, such as hate violence and human trafficking.

Throughout 2022, CRD continued to accept, investigate, conciliate, mediate, and litigate civil rights complaints. This included:

- Receiving a total of 25,961 intakes, including 12,457 “right-to-sue” complaints.
- Launching 4,813 investigations into alleged civil rights violations.
- Obtaining 656 settlements through conciliation, mediation, and litigation.
- Securing \$12.4 million in relief for complainants and a wide range of policy change, from ending bans on Section 8 to requiring robust reporting of sexual harassment.

Whether it is through securing a \$600,000 settlement to support farmworkers with disabilities or updating guidance to help transgender people know their rights in the workplace, CRD remains dedicated to protecting Californians from unlawful discrimination. In 2022, CRD also:

- Conducted 196 presentations and trainings for 641,781 Californians.
- Published 6 new [guides and factsheets](#) available in multiple languages.
- Collected pay data from approximately 149,000 employers.
- Issued 201 housing and employment compliance letters to provide notice of potential civil rights violations in online advertisements.

In addition to ongoing work supporting the [California Civil Rights Council](#), CRD also took steps to launch new groundbreaking efforts, such as the [Community Conflict Resolution Unit](#) and the [Commission on the State of Hate](#), which works to address rising hate in California through developing guidance for effectively responding to hate and rigorous research on hate activity.

DIRECTOR'S LETTER


Each year, the California Civil Rights Department (CRD) receives thousands of complaints alleging violations of our state's civil rights laws and takes proactive steps to prevent and remedy civil rights violations. Each year, CRD remains at the forefront of California's fight against discrimination by investigating, conciliating, mediating, and prosecuting matters on behalf of the State of California — in accordance with the state's public policy that the civil rights of each and every Californian must be protected.

In 2022, CRD continued to lead the way as the nation's largest state civil rights enforcement agency, securing \$12.4 million in direct monetary relief for Californians. Whether in housing, employment, public accommodations, government programs, or other aspects of everyday life, CRD successfully brought about policy change across California to protect residents against future discrimination and provided relief for those who have been harmed. At CRD, we're mindful that the decades-long struggle for civil rights didn't just start and end with the actions of those who came before us: It is work that must be carried forward. We remain committed to working with all our partners to create a fairer and more inclusive California for all.

Among other initiatives, the department continues to engage on multiple fronts to promote civil rights. In 2022, CRD conducted extensive outreach and education to ensure Californians have critical information about their rights and responsibilities with the ultimate goal of reducing discrimination. The department created a new program in 2022 to provide free conflict resolution services to communities and launched a new robust language access implementation plan to better ensure we serve all our state's residents. We annually collect and analyze pay data from tens of thousands of employers with the goal of identifying and reducing sex- and race-based pay disparities. CRD also continues to run a fair housing testing program, and, in 2022, we took steps to help launch the Commission on the State of Hate and the California vs Hate Resource Line and Network to support those targeted by hate.

Importantly, as the Governor and Legislature continue to take steps to bolster the rights of Californians, CRD officially changed its name in 2022 from the California Department of Fair Employment and Housing to more accurately reflect the department's broad authority in the realm of civil rights. We continue to grow and evolve to address the challenges of our times and the needs of our residents. In this annual report, I'm proud to share some of our accomplishments and I encourage all Californians to take advantage of the resources we offer.

Sincerely,



Kevin Kish

Director, California Civil Rights Department

CIVIL RIGHTS COUNCIL: CHAIR'S LETTER

I write to report on the work of the [Civil Rights Council](#) (Council) in 2022 to advance and protect the civil rights of all Californians. The Council remains committed to ensuring its efforts to implement our state's civil rights laws through the promulgation of regulations, in addition to community outreach, reflect the interests and needs of California's diverse communities to be free from discrimination.

As an initial matter and in line with the concurrent change to the name of the Civil Rights Department (CRD), the Council's name was changed in 2022 from the Fair Employment and Housing Council to the Civil Rights Council, which more accurately reflects the scope of jurisdiction of CRD's and the Council's regulatory and non-regulatory work. The Council took significant regulatory action in 2022 to prevent discrimination in employment and housing, participated in fair housing webinars, and supported the implementation of recent legislation.

By way of example, the Council developed and publicly workshopped draft regulations to address the potential discriminatory impact caused by automated decision systems in the employment context, including those systems that use artificial intelligence and machine learning. These proposed regulations stem from the Council's earlier public hearing on algorithms and bias, where national experts addressed strategies to reduce the risk of potential bias and discrimination across a range of sectors. In 2022, the Council also developed and initiated rulemaking to strengthen regulations implementing the Fair Chance Act and other worker protections related to criminal history.

Additionally, in 2022, the Council's second set of fair housing regulations went into effect and the Council developed and initiated rulemaking for a third set of fair housing regulations. To help ensure housing providers, tenants, and other stakeholders were fully informed and educated about the newly promulgated regulations, the Council worked with CRD to produce a statewide, public, and widely attended webinar series covering different aspects of the regulations. Finally, the Council completed regulatory actions that implemented recent legislation, including amendments to broaden protections under the California Family Rights Act and the addition of reproductive health decision-making as a protected characteristic under the employment provisions of the Fair Employment and Housing Act.

As always, the Council remains committed to assisting the California Legislature with proactively implementing our state's existing and any newly enacted civil rights laws. The Council also remains equally resolved to continue to work tirelessly with CRD and California's diverse stakeholders to promote a deeper understanding of and more robust adherence to our state's civil rights laws through regulatory action, public hearings, and community outreach, engagement, and education.

Sincerely,



Gabriel A. Sandoval
Chair, Civil Rights Council

COMMISSION ON THE STATE OF HATE: CHAIR'S LETTER

As many of us have witnessed in recent years, California is confronting a surge of hate targeting our families and friends because of who they are, how they look or express themselves, where they are from, who they love, or how they practice their faith. In 2022, as part of the state's efforts to combat this alarming trend, the Commission on the State of Hate was established at the Civil Rights Department to engage in fact-finding, advisement, and community outreach to assist the state in preventing and responding to hate.

I am pleased to provide an update of the work of the Commission on the State of Hate in its inaugural year. The Commission convened its first meeting on December 1, 2022. Since then, the Commission has developed a strategic plan to fulfill its statutory obligations, comprising three strategic goals:

1. Provide a comprehensive accounting of hate activity in California.
2. Develop recommendations for reducing hate crimes.
3. Develop recommendations for enhancing the resources and support for people and communities affected by hate.

Given the complexity of each of these goals, our foremost priority is to establish a robust foundation of knowledge and evidence. To achieve this, we are actively reviewing cutting-edge research and proactively seeking input from communities throughout the state. To address knowledge gaps, we are forging partnerships with communities and commissioning original research studies from California's leading research institutions.

I am proud of the progress the Commission has achieved to date. With the support of the Civil Rights Department staff, the Commission has developed the infrastructure and strategic focus necessary to develop evidence-based, community-informed recommendations. This includes hiring staff, forming subcommittees, electing officers, contracting with researchers, and more.

We invite you to share your thoughts with the Commission as we proceed with our work, whether through public comment or by emailing us directly at CSH@calcivilrights.ca.gov. We look forward to hearing from you as we progress in the year ahead to create a more inclusive California where all communities can thrive.



Russell Roybal
Chair, Commission on the State of Hate



ORGANIZATIONAL OVERVIEW

The California Civil Rights Department (CRD) is the institutional centerpiece of California’s broad policy against discrimination, harassment, and hate violence. Born out of a decades-long struggle to prohibit discrimination in employment, housing, and business establishments, CRD has been at the forefront of protecting civil rights in California since its inception. CRD operates both virtually and through offices across California in Bakersfield, Elk Grove, Fresno, Los Angeles, Oakland, and Riverside. The department has more than 300 positions and an annual operating budget of approximately \$65 million.

CRD’s mission is to protect the people of California from unlawful discrimination in employment, housing, public accommodations, and state-funded and state-administered programs and activities, and from hate violence and human trafficking. To accomplish this mission, CRD receives, investigates, conciliates, mediates, and prosecutes complaints of alleged violations of the Fair Employment and Housing Act (FEHA), Equal Pay Act, Unruh Civil Rights Act, Disabled Persons Act, Ralph Civil Rights Act, Trafficking Victims Protection Act, and statutes prohibiting discrimination in state-funded and state-administered programs and activities, among other civil rights laws.

More specifically, the state’s various civil rights laws empower CRD to:

- Investigate and initiate complaints of individual and group discrimination.
- Facilitate resolution of disputes involving civil rights by providing conciliation and mediation services.
- Enforce the law by prosecuting civil rights violations in civil court.
- Promulgate regulations and issue guidance.

- Collect data on the pay, hours worked, and demographics of California employees working for private employers with 100 or more employees.
- Work with community and government entities to constructively resolve conflict associated with allegations of discrimination and minimize the potential for violence.
- Engage in public outreach and provide training and technical assistance regarding California’s civil rights protections.

CRD achieves its goals through the work of its various divisions and units, which each play a key role in supporting and executing CRD’s efforts to protect and uphold the civil rights of all California’s residents.

- The Enforcement Division receives, investigates, and conciliates complaints of civil rights violations.
- The Dispute Resolution Division provides mediation services for complaints filed with CRD.
- The Legal Division investigates and prosecutes civil actions, including complaints of systemic discrimination impacting people across California.
- The Executive Programs Division conducts public outreach and education, legislative and regulatory affairs, and research, as well as supports the Civil Rights Council and Commission on the State of Hate, reviews administrative appeals, and responds to requests for public records and visa certifications.
- The Public Affairs Division executes CRD’s communications strategy, including by issuing press releases, communicating with the public through social media and newsletters, and fielding requests for information from the media.
- The Administrative Division provides critical human resources, contracting, and procurement services for the department.
- The Information Technology Services Division manages technological infrastructure and security and plays a vital role in running CRD’s data collection systems.
- Lastly, the department’s Deputy Director of Strategic Initiatives and External Affairs plays a lead role in state anti-hate initiatives and civil rights community mediation, including through California vs Hate and by supporting the work of CRD’s Community Conflict Resolution Unit.

In addition to its internal divisions, CRD supports the work of California’s Civil Rights Council and Commission on the State of Hate. The Civil Rights Council promulgates regulations that implement California’s civil rights laws, conducts inquiries, and holds hearings on civil rights issues confronting the state, among other responsibilities. The Commission on the State of Hate was established to support state efforts to stop hate through research, policy recommendations, and community engagement.



MAJOR ACCOMPLISHMENTS

In 2022, the Civil Rights Department continued to leverage a wide array of tools to uphold and enforce the civil rights of people across California. From securing a \$3 million settlement to address allegations of sexual harassment on the set of the television show *Criminal Minds* to updating new guidance to help transgender and gender nonconforming people know their rights in the workplace, CRD remains dedicated to protecting the people of California from unlawful discrimination. Below are a few major examples of CRD’s accomplishments in 2022.

PROACTIVE WORK TO ADDRESS HOUSING DISCRIMINATION

In 2022, CRD [announced the initial results of fair housing testing](#) conducted in Los Angeles County, which showed widespread discrimination against holders of federal Housing Choice Vouchers. Nearly half of the 80 properties tested showed evidence of unlawful discrimination, such as landlords refusing to even consider a prospective tenant with a Housing Choice Voucher.

The Housing Choice Voucher Program is a key way in which government can help low-income families, the elderly, and people with disabilities afford decent, safe, and sanitary housing. Under California law, housing providers may not discriminate based on someone’s source of income. Fair housing testing is a well-recognized method for identifying housing discrimination in real-world scenarios. Generally, during the testing process, individuals respond to housing advertisements and inquire whether the housing provider accepts Housing Choice Vouchers and, if so, whether any conditions apply. When there is evidence of discrimination, CRD will consider the best way to bring the landlord into compliance with the law, including opening an investigation or taking legal action.

More generally, to combat source-of-income discrimination in housing, CRD receives, investigates, mediates, and prosecutes complaints from members of the public. In 2022, CRD investigated 166 source-of-income complaints and settled 47 of them. In addition to the fair housing testing program and other enforcement efforts, CRD has engaged in other proactive efforts to address housing discrimination, including by reviewing thousands of online housing advertisements for unlawful statements such as “Section 8 Not Accepted”, documenting violations, and notifying housing providers in violation and helping them understand their responsibilities under the law.

“One of the keys to tackling California’s decades-long housing supply imbalance is to safeguard access to rental housing by combatting source-of-income discrimination,” said **Business, Consumer Services and Housing Agency Secretary Lourdes Castro Ramírez**. “Housing vouchers are highly effective antipoverty programs that reduce housing cost burdens and address housing insecurity. Families in need that have waited for years for this assistance should not be denied housing simply because a landlord does not like the idea of subsidized rent.”

BUILDING A FOUNDATION FOR NEW EFFORTS AGAINST HATE

As part of the state’s strategic efforts to combat a recent alarming surge in reported hate crime in California and across the country, CRD took action to help bolster the state’s responses to hate. In 2022, the department directly launched the [Community Conflict Resolution Unit](#), supported the creation of the [Commission on the State of Hate](#), and put in place the foundation for the state’s new [California vs Hate Resource Line and Network](#). In conjunction with the state’s existing anti-hate initiatives, these new nation-leading efforts are a key component of CRD’s work to protect the civil rights of all Californians.

The Community Conflict Resolution Unit works with communities and public bodies to constructively manage or resolve conflict associated with allegations of systemic discrimination, minimize or eliminate the potential for violence, reduce or eliminate antagonism within communities, and help them reach mutually acceptable outcomes. The unit works closely with stakeholder groups affected by conflict and hate to ensure that solutions include community-driven input, recognizing that community collaboration is critical in addressing concerns related to hate and discrimination-based community conflict.

The Commission on the State of Hate was established by Assembly Bill 1126 (AB 1126), which was signed into law by Governor Newsom in October 2021 and funded through the Budget Act of 2022. AB 1126 tasks the Commission with understanding the state of hate in California and developing recommendations for preventing and responding to hate activity. Specifically, the Commission seeks to monitor trends in hate activity in the state, engage in research, increase awareness of the state of hate through public forums and other outreach efforts, and advise local governments, the Governor, the Legislature, and communities on how to prevent and respond to hate activity.

The California vs Hate Resource Line and Network is a critical new tool offered by the state of California to support victims and witnesses of hate crimes and incidents. In 2022, CRD connected with hundreds of advocates, community leaders, victims, survivors, and local government officials to create a community-centered foundation and infrastructure for CA vs Hate. Through CA vs Hate, all residents are eligible for online and hotline support resources, including legal, financial, mental health, and mediation services. CA vs Hate is a non-emergency program to support individuals and communities targeted for hate with confidential services regardless of immigration status. It is separate from the criminal legal system and connects people with culturally competent and trauma informed services in partnership with local organizations across California.

FIGHTING GENDER AND RACIAL PAY DISCRIMINATION

Under California law, private employers of 100 or more employees are required to annually report pay, demographic, and other workforce data to the state. California collects pay data to encourage employers to conduct self-assessments of pay disparities, promote voluntary compliance with equal pay and anti-discrimination laws, and support efforts by the state to efficiently identify wage patterns and allow for effective enforcement of anti-discrimination laws in the workplace. Each year tens of thousands of companies report data on millions of employees. In 2022, CRD collected pay data for 2021 from approximately 149,000 California establishments.

However, after repeated notices from CRD about failure to file pay data reports, CRD was forced to take first-of-its-kind legal action against JP Morgan Chase Bank and Michael's Stores to require the companies to comply with the state's pay data reporting laws. JP Morgan Chase Bank operates over 900 bank branches in California and is the nation's largest consumer bank. Michael's Stores is a is the nation's largest arts and crafts retailer, with over 100 locations in California. In 2022, CRD [successfully obtained a court approved settlement](#) to require the companies to report the pay data, as well as cover costs and fees related to the enforcement action.

In creating California's pay data reporting requirements, the Legislature recognized that, despite significant progress in California to strengthen equal pay laws, the gender pay gap persists, resulting in billions of dollars in lost wages. According to [California pay data from 2021](#), women and communities of color remain concentrated among the state's lowest paid workers. For instance, while there were fewer women (48%) in the workforce data for 2021, they made up a larger share of workers (54%) in the lowest pay range earning \$32,239 or less. Similarly, roughly half of Latino (49%), Black (48%), and Native American (47%) workers were in the lowest pay range earning \$32,239 or less.

COMBATTING SEXUAL HARASSMENT BEHIND THE SCENES

In 2020, CRD [filed suit](#) against the producers and studios involved in the making of the television series Criminal Minds over alleged sexual harassment. Following an investigation, CRD's lawsuit alleged that, over the course of 14 seasons, the director of photography for Criminal Minds used his position of power to create an unchecked hostile work environment in which he subjected production crew members to frequent sexual harassment, including touching and caressing numerous employees. The lawsuit further alleged that the executive production team knew of and condoned the unlawful conduct, firing crew members who complained and resisted the harassment.

As a result of the lawsuit, CRD, in 2022, ultimately [secured a \\$3 million settlement](#) with the producers of Criminal Minds and ABC Signature, LLC to address the allegations.¹ Pursuant to a three-year consent decree resolving the case, ABC Signature was required to pay a class of approximately twelve individuals, revise and distribute policies to all shows produced by ABC Signature, train production and human resources employees, meet regularly with production supervisors and human resources staff to ensure there are no unaddressed complaints of harassment or retaliation on set, and report on its compliance annually to CRD.

“Crew members courageously came forward to assert their right to make a living free from sexual harassment,” said CRD Director Kevin Kish. “No matter the industry, workplace setting, or gender of the employees, companies must address credible complaints of harassment and retaliation and take action against harassers.”

DEFENDING FARMWORKERS WITH JOB RELATED DISABILITIES

After CRD received a complaint against a Bakersfield farm labor contractor alleging that the company unlawfully denied a complainant disability-related accommodations and was terminated as a result of a temporary disability from a workplace injury, CRD investigated the matter on behalf of a group of similarly situated employees and successfully brought the parties together through mediation.

Ultimately, CRD was able to [secure a \\$600,000 settlement](#) to provide compensation for workers who suffered a disability and were not accommodated and to require the company to implement a range of proactive policy changes. As part of the settlement, these policy changes included updating reasonable accommodation policies, providing annual training for managers and supervisors, and adding information to its employee handbook in English and Spanish addressing workers' rights to reasonable accommodations, a good faith interactive process, and protection from retaliation.

¹ The settlement was finalized in 2023. As a result, it is not included in the settlement statistics listed below.

California law prohibits employment discrimination and harassment based on a person's disability or perceived disability. The law also required employers to reasonably accommodate individuals with disabilities unless they can show it would cause an undue hardship. Under California law, a disability is any condition that limits a major life activity, such as working, communicating, learning, or performing manual tasks. More information on these disability rights in the workplace and how to get support are available [here](#).

A FAIR CHANCE FOR ALL WORKERS

In 2022, CRD [obtained a \\$100,000 settlement](#) against a construction company in the Central Valley over alleged violations of California's Fair Chance Act. The act generally prohibits employers from inquiring about an individual's conviction history before making a job offer. Also known as a "Ban the Box" law, the Fair Chance Act seeks to reduce barriers to employment for individuals who have been involved in the criminal legal system. Employment is essential for people to support themselves and their families and improve their community ties and mental health — all of which help reduce the likelihood of committing crime in the future.

In the Central Valley case, the complainant alleged that the company did not provide required notices to job seekers with criminal histories and denied jobs to applicants whose conviction history did not have a direct and adverse relationship to the job duties. In addition to the \$100,000 settlement amount, the construction company agreed to take steps to ensure future compliance with the Fair Chance Act's requirements, including by providing training to those involved in the hiring process, developing new procedures for reviewing applicants' criminal history, and agreeing to monitoring for three years.

More information about the Fair Chance Act and how to file a complaint is available [here](#).

FAQ: TRANSGENDER AND NON-BINARY WORKERS' RIGHTS

Amid a concerning increase in anti-LGBTQ+ legislation across the country and reported hate crimes targeting transgender people in California and elsewhere, CRD [updated its guidance](#) on the rights of transgender and gender nonconforming employees in the workplace. California law protects transgender and gender nonconforming people from discrimination, harassment, and retaliation at work. All employees, job applicants, unpaid interns, volunteers, and contractors are protected from discrimination at work when based on a protected characteristic, such as gender identity, gender expression, and sexual orientation. A few key examples of these workplace rights include:

- You have the right to dress in a way that corresponds with your gender identity and gender expression.
- You have the right to be addressed by the name and pronouns that correspond with your gender identity or gender expression, even if different from your legal name or sex assigned at birth.
- If bathrooms, showers, or lockers are gender segregated, you have the right to choose the facility that is most appropriate for you.
- If you believe you have been discriminated against, you have the right to file a complaint with CRD. You can file a complaint online at any time at <https://calcivilrights.ca.gov/complaintprocess/>.

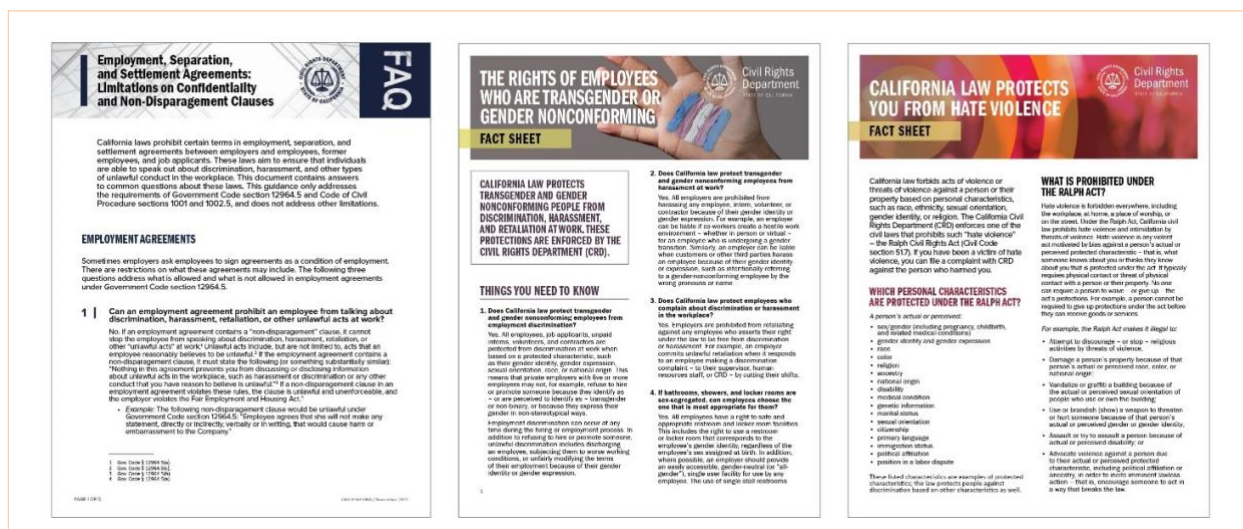
OUTREACH AND EDUCATION

A critical component of meeting CRD's mission is conducting outreach to help inform the public, employers, employees, housing providers, tenants, homeowners, businesses, consumers, and other stakeholders. This includes providing clear, accurate, and easily accessible information related to rights and responsibilities under the laws that CRD enforces. Outreach and education help to prevent discrimination from occurring and make it more likely discrimination will be reported when it occurs.

To meet this need, CRD develops educational materials and website content, provides trainings and presentations, engages in direct outreach to stakeholders, and takes proactive steps to identify and rectify discrimination before someone is harmed. In 2022, CRD's outreach efforts included starting the process of reintroducing the department under to Californians under its new name, with updates to nearly 300 guides and factsheets.

In 2022, CRD's outreach and education efforts included:

- Conducting 196 presentations and outreach engagements that reached approximately 641,781 Californians.
- Providing [online training](#) against sexual harassment to 279,166 employees across California, including approximately 43,633 supervisors.
- Reviewing 5,282 online housing and employment ads across California and sending 201 compliance letters on potential civil rights violations.
- Supporting approximately 5,241 online protected leave sessions through CRD's [New-Parents Rights](#) interactive application.
- Publishing and disseminating 6 new [guides and factsheets](#) available in multiple languages, including guidance regarding [emotional support animals](#).
- Sending out [newsletters](#) throughout the year with information about new resources and programs available from CRD.



COMPLAINT PROCESS

In 2022, CRD continued to take action on its core functions of receiving, investigating, mediating, and prosecuting civil rights complaints. When someone files a discrimination complaint, CRD evaluates the facts and decides whether to accept the case for investigation. If it accepts the case, CRD independently investigates the facts and the legal issues. This involves reviewing respondents' responses to complaints and other information and evidence that complainants and respondents submit, among other things. Where appropriate, CRD may attempt to resolve the dispute. CRD may also decide to take legal action.

The investigation process starts when a member of the public files an initial inquiry with CRD by submitting an intake form, which can be done through [the California Civil Rights System](#) online portal, by mailing a paper form, or by calling CRD's Communications Center. Once a complaint has been received, CRD assigns the intake to an investigator, who conducts an initial interview with the complainant to determine whether CRD has jurisdiction to accept the complaint. If CRD has jurisdiction and accepts the claim, the investigator drafts a written complaint and sends it to the complainant for signature.

After the complaint has been signed and returned to CRD, the investigator determines if the complaint meets the criteria for federal dual-filing status pursuant to work-sharing agreements with the United States Equal Employment Opportunity Commission (EEOC) or the United States Department of Housing and Urban Development (HUD) and, if so, assigns the complaint a federal identification number. CRD then serves the complaint on the party accused of discrimination or other civil rights violations, who is known as the respondent. CRD investigates the case by interviewing parties and witnesses, reviewing supporting documentation, and conducting site inspections where appropriate. CRD has the authority to serve interrogatories, issue subpoenas and demand production of documents, and to petition the court to order a respondent to comply.

Where appropriate, the investigator may attempt to resolve the case with the parties or refer the case to the Dispute Resolution Division for possible mediation. If the parties resolve the case through conciliation or mediation and execute a settlement agreement, CRD will close the case.

If the complaint is not settled, CRD will usually make a determination of whether there is reasonable cause that the respondent violated the rights of the complainant or others. For example, if the investigation uncovered insufficient evidence of a violation, CRD will close the complaint, and the complainant may proceed to file their own court case without the involvement of CRD. If CRD determines there is reasonable cause that the respondent has violated a civil rights law and the case has not resolved, CRD has discretion to file a court case and prosecute.

In the employment context, complainants may choose to pursue litigation independently by obtaining a right to sue. In these instances, a complainant retains the authority to file their own lawsuit in court rather than using the CRD investigation process. This is generally only advisable for individuals who have retained their own legal counsel.

COMPLAINTS AND INVESTIGATIONS

In 2022, CRD received a total of 25,961 intake forms from members of the public who alleged civil rights violations. Of those, 12,457 were part of an immediate “right-to-sue” request where a complainant seeks the authority to independently pursue litigation in employment cases. In such instances, CRD issues a right-to-sue notice where appropriate, which generally closes the matter with respect to CRD’s investigative process and provides an avenue for members of the public to directly take legal action.

Of the remaining intakes, CRD launched 4,813 investigations addressing 5,698 complaints. Each year, approximately one quarter of intakes are closed because they make allegations that are outside of CRD’s jurisdiction, are duplicate filings, or are abandoned by the complainant. A breakdown of the complaints accepted for investigation by statute is available below. Additional information on the bases of complaints, county of complaints, and complainant demographic information is available in appendices B, C, and D.

Civil Code section 54	19
Fair Chance Act	107
Employment Investigations	3,419
Equal Pay Act	17
Government Code section 11135	24
Housing	1,004
Human Trafficking	2
Ralph Civil Rights Act	43
Sexual Harassment Prevention Training	7
Unruh Civil Rights Act	171 ²
Unruh Filed as Companion to Housing Case	885 ³
TOTAL COMPLAINTS	5,698
TOTAL INVESTIGATIONS	4,813

² Unruh Act complaints that are not companions to FEHA housing complaints.

³ Fair housing complaints alleging a FEHA violation often also involve an alleged Unruh Act violation, as the same unlawful activity can violate both laws. In this scenario, CRD creates a companion complaint under the Unruh Act that is investigated with the FEHA complaint. For this reason, this report separately identifies the Unruh Act companion complaints and includes them in the total number of complaints filed but excludes them from the total number of investigations.

SETTLEMENTS

In 2022, CRD secured settlements in 656 cases, resulting in \$12,419,947 in monetary relief for complainants and other aggrieved persons. Importantly, these settlements also provided other critical forms of affirmative relief to support complainants and prevent future discrimination, such as requirements around training, monitoring, policy change, and redress. In some instances, this type of affirmative relief may be the primary or only type of relief sought.

Civil rights disputes may be resolved through settlement at any point in the CRD complaint investigation process. Investigators may bring parties together to negotiate a settlement during their investigations, which is known as conciliation. Many cases are referred to the Dispute Resolution Division for voluntary mediation. In addition, before filing a lawsuit, CRD typically seeks to resolve the matter through mediation. CRD may also settle complaints during the course of a prosecution.

The amounts listed below reflect the monetary value of settlements that respondents or defendants agreed to pay to complainants or others, and that complainants or others agreed to accept to resolve their civil rights cases.

	NUMBER OF SETTLEMENTS	TOTAL SETTLEMENT AMOUNTS
Enforcement Division	243	\$ 1,048,528
Dispute Resolution Division – Voluntary	381	\$ 8,109,221
Dispute Resolution Division – Right to Sue	10	\$ 523,300
Dispute Resolution Division – Right to Sue Small Employer	4	\$ 135,000
Dispute Resolution Division – Appeals	4	\$ 109,750
Dispute Resolution Division/Legal (SB 1038 & Post Civil)	3	\$ 1,107,500
Executive Programs Division	7	\$112,750
Legal Division	11	\$ 2,491,148
TOTAL⁴	656	\$12,419,947

⁴ Seven settlements are counted under both the Dispute Resolution Division and another division. The total number of settlements and total settlement amounts have been adjusted accordingly to avoid a double count.



U AND T VISA CERTIFICATIONS

The Victims of Trafficking and Violence Protection Act of 2000 created the U Visa and the T Visa, which are available to certain immigrants who are victims of serious crimes. Immigrants who are victims of various qualifying crimes, such as rape, felonious assault, and kidnapping, may be eligible for a U Visa, and immigrants who are victims of human trafficking may be eligible for a T Visa.

To obtain a U or T Visa, victims must demonstrate to the United States Citizenship and Immigration Services (USCIS) their willingness to cooperate in the investigation or prosecution of the crime, among other requirements.

A U or T Visa application must be supported by a certification from a law enforcement agency, prosecutor's office, judge, family protective services office, the EEOC, a department of labor, or another similar investigative agency.

As a state investigative agency, CRD is authorized to provide U and T Visa certifications and is required to report data about those certifications to the Legislature pursuant to California Penal Code section 679.10. CRD typically supports such requests when another agency is not better suited to do so and where sufficient information is provided.

In 2022, CRD received 8 requests for U Visa certifications (Form I-918 Supplement B). Of these, 7 requests were signed and 1 was redirected to another agency. CRD received 2 requests for T Visa certifications (Form I-914 Supplement B). Of these, 1 request was signed and 1 was redirected to another agency.

APPENDIX A: LAWS ENFORCED BY CRD

The Civil Rights Department's statutory mandate is to protect the people of California from discrimination in employment, housing, public accommodations, and state-funded programs and activities, and from bias-motivated violence and human trafficking, pursuant to the California Fair Employment and Housing Act (FEHA), Equal Pay Act, Unruh Civil Rights Act, Disabled Persons Act, Ralph Civil Rights Act, Trafficking Victims Protection Act, Government Code section 11135, and other civil rights laws. A brief summary of protections under a number of these laws is below.

EMPLOYMENT AND HOUSING

FEHA (Gov. Code § 12900 et seq.) prohibits workplace discrimination and harassment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, and military and veteran status, or because another person perceives the employee to have one or more of these characteristics. Included in FEHA is the California Family Rights Act (CFRA). Effective January 1, 2021, CFRA applies to California state and local governments and to private employers of five or more employees.

With regard to housing, FEHA prohibits discrimination and harassment on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, sexual orientation, marital status, military or veteran status, national origin, ancestry, familial status, source of income, disability, and genetic information, or because another person perceives the tenant or applicant to have one or more of these characteristics.

FEHA also mandates reasonable accommodation of religious beliefs or observances in the workplace, including religious dress and grooming practices; requires employers and housing providers to reasonably accommodate persons with disabilities; and prohibits covered entities from retaliating against any person because the person opposed practices forbidden by FEHA or filed a complaint, testified, or assisted in any CRD or court proceeding related to a FEHA claim.

BUSINESSES AND PUBLIC ACCOMMODATIONS

The Unruh Civil Rights Act (Civ. Code § 51) prohibits business establishments in California from discriminating in the provision of services, accommodations, advantages, facilities and privileges to clients, patrons and customers because of their sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status.

Similarly, the Disabled Persons Act (Civ. Code § 54 et seq.) provides that individuals with disabilities or medical conditions have the same right as the general public to the full and free use of streets, highways, sidewalks, walkways, public buildings, medical facilities (including hospitals, clinics, and physicians' offices), and privileges of all common carriers, airplanes, motor vehicles, railroad trains, motorbuses, streetcars, boats, or any other public conveyances or modes of transportation (whether private, public, franchised, licensed, contracted, or otherwise provided), telephone facilities, adoption agencies, private schools, hotels, lodging places, places of public accommodation, amusement, or resort, and other places to which the general public is invited, subject only to the conditions and limitations established by law, or state or federal regulation, and applicable alike to all persons.

HATE VIOLENCE

The Ralph Civil Rights Act (Civ. Code § 51.7) guarantees the right of all persons within California to be free from any violence, or intimidation by threat of violence, committed against their persons or property because of political affiliation, or on account of sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status, or position in a labor dispute, or because another person perceives them to have one or more of these characteristics.

HUMAN TRAFFICKING

CRD has jurisdiction to investigate and prosecute violations of the California Trafficking Victims Protection Act (Civ. Code § 52.5). The law provides a civil cause of action for victims of human trafficking, defined by California law as the deprivation or violation of the personal liberty of another person with the intent to obtain forced labor or services, including sex.

GOVERNMENT PROGRAMS

CRD also has jurisdiction to investigate and prosecute alleged violations of California Government Code section 11135 et seq., which prohibits recipients of state funding from discriminating in their activities or programs based on sex, race, color, religion, ancestry, national origin, ethnic group identification, age, physical disability, mental disability, medical condition, genetic information, marital status, or sexual orientation.

APPENDIX B: COMPLAINTS BY BASES

TABLE 1: EMPLOYMENT COMPLAINTS

Age (40 and over)	832
Ancestry	341
Association with someone of a protected class	105
Color	394
Disability	1,832
Family Care or Medical Leave (CFRA)	214
Gender identity or expression	102
Genetic information or characteristic	19
Marital status	48
Medical condition (cancer or genetic characteristic)	106
Military and veteran status	33
National origin (includes language restrictions)	469
Other	193
Participated as a witness in a discrimination or harassment complaint	148
Pregnancy, childbirth, breast feeding, and/or related medical conditions	208
Race	1,086
Religious creed (includes dress and grooming practices)	403
Reported or resisted any form of discrimination or harassment	1,548
Reported patient abuse (hospital employees only)	10
Requested or used a disability-related accommodation	758
Requested or used a pregnancy-disability-related accommodation	74
Requested or used a religious accommodation	175
Requested or used leave under the California Family Rights Act or FMLA	417
Sex/Gender	1,257
Sexual harassment- Quid Pro Quo	56
Sexual harassment- hostile environment	441
Sexual orientation	192
TOTAL BASES⁵	11,461
TOTAL CASES⁶	3,419

⁵ Total bases exceed total cases because a complaint may be filed on more than one basis.

⁶ Requests for immediate right-to-sue are not included and are available in Table 2.

TABLE 2: EMPLOYMENT RIGHT-TO-SUE COMPLAINTS

Age (40 and over)	4,535
Ancestry	2,128
Association with a member of a protected class	3,190
Bereavement leave	3
Color	3,158
Criminal History	248
Disability (physical or mental)	10,349
Family Care or Medical Leave (CFRA)	5,975
Gender identity or expression	1,634
Genetic information or characteristic	1,088
Marital status	942
Medical condition (cancer or genetic characteristic)	4,558
Military and veteran status	392
National origin (includes language restrictions)	2,989
Other	5,957
Participated as a witness in a discrimination or harassment complaint	2,252
Pregnancy Disability Leave (PDL)	9
Pregnancy, childbirth, breast feeding, and/or related medical conditions	1,485
Race (includes hairstyle and hair texture)	4,973
Religious Creed - Includes dress and grooming practices	2,509
Reported or resisted any form of discrimination or harassment	6,381
Reported patient abuse (hospital employees only)	224
Reproductive health decision-making	5
Requested or used Family Care and Medical Leave (CFRA) related to serious health condition of employee or family member, child bonding, or military exigencies	2,518
Requested or used Pregnancy Disability Leave (PDL)	6
Requested or used a disability-related accommodation	3,679
Requested or used a pregnancy-disability-related accommodation	581
Requested or used a religious accommodation	1,024
Sex/Gender	6,768
Sexual harassment- Quid Pro Quo	2,160
Sexual harassment- hostile environment	4,990
Sexual orientation	1,495
TOTAL BASES⁷	88,207
TOTAL CASES	12,457

⁷ Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 3: HOUSING COMPLAINTS

Ancestry	24
Association with someone of a protected class	36
Color	85
Disability	565
Familial status (Children)	78
Gender identity or expression	25
Marital status	17
Military and veteran status	2
National origin (includes language restrictions)	77
Other	8
Race	184
Religious creed (includes dress and grooming practices)	32
Reported or resisted any form of discrimination or harassment	67
Requested or used a disability-related accommodation	96
Sex/Gender	91
Sexual harassment- Quid Pro Quo	8
Sexual orientation	35
Source of income	196
TOTAL BASES⁸	1,626
TOTAL CASES	1,004

⁸ Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 4: RALPH CIVIL RIGHTS ACT COMPLAINTS

Age (40 and over)	9
Ancestry	12
Association with someone of a protected class	3
Color	18
Disability	5
Marital status	4
Medical condition (cancer or genetic characteristic)	1
National origin (includes language restrictions)	6
Other	3
Race (includes hairstyle and hair texture)	23
Religious creed (includes dress and grooming practices)	6
Sex/Gender	21
Sexual orientation	12
TOTAL BASES⁹	123
TOTAL CASES	43

⁹ Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 5: UNRUH CIVIL RIGHTS ACT COMPLAINTS

Ancestry	14
Color	13
Disability	65
Gender identity or expression	6
Marital Status	1
Medical condition (cancer or genetic characteristic)	1
National origin (includes language restrictions)	10
Opposed, resisted, or reported illegal discrimination	6
Other	7
Primary Language	1
Race	47
Religious creed	13
Sex/Gender	31
Sexual orientation	9
TOTAL BASES¹⁰	224
TOTAL CASES	171

¹⁰ Total bases exceed total cases because a complaint may be filed on more than one basis.

TABLE 6: GOVERNMENT CODE 11135 COMPLAINTS

Ancestry	1
Association with someone of a protected class	3
Color	3
Disability	18
Gender identity or expression	1
Race	5
Religious creed (includes dress and grooming practices)	4
Sex/Gender	3
Sexual orientation	2
TOTAL BASES ¹¹	40
TOTAL CASES	24

¹¹ Total bases exceed total cases because a complaint may be filed on more than one basis.

APPENDIX C: COUNTY OF COMPLAINT

	CC54	Fair Chance Act	Employment	Equal Pay Act	GC11135	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	Unruh	Total
Alameda	0	4	218	2	0	53	1	2	788	0	9	1,077
Amador	0	0	6	0	0	0	0	0	4	0	0	10
Butte	0	1	17	1	0	5	0	0	23	0	1	48
Calaveras	0	0	5	0	0	0	0	0	1	0	0	6
Colusa	0	0	3	0	0	0	0	0	2	0	0	5
Contra Costa	0	2	91	0	0	23	1	0	118	0	2	237
Del Norte	0	0	2	0	0	0	0	0	2	0	0	4
El Dorado	0	0	10	0	0	6	0	0	10	0	2	28
Fresno	0	3	68	0	1	16	0	1	115	0	3	207
Glenn	0	0	4	0	0	0	0	0	4	0	0	8
Humboldt	0	1	9	0	0	10	0	0	22	0	1	43
Imperial	0	0	15	0	0	5	0	1	22	0	0	43
Inyo	0	0	1	0	0	0	0	0	1	0	0	2
Kern	0	2	74	0	0	19	0	2	100	0	3	200
Kings	0	0	17	0	0	3	0	0	20	0	0	40
Lake	0	0	1	0	0	1	0	0	2	0	0	4
Lassen	0	1	5	0	0	1	0	0	4	0	0	11
Los Angeles	3	19	613	3	0	292	0	10	2,893	1	57	3,891
Madera	0	2	6	0	0	2	0	0	16	0	1	27
Marin	0	0	32	0	0	8	0	0	47	0	1	88
Mariposa	1	0	1	0	1	0	0	0	1	0	1	5
Mendocino	0	0	6	0	0	2	0	0	10	0	0	18
Merced	0	0	25	0	0	2	0	1	15	0	3	46
Modoc	0	0	1	0	0	0	0	0	0	0	0	1
Mono	0	0	0	0	0	0	0	0	4	0	0	4
Monterey	1	0	39	0	1	9	0	0	76	0	1	127
Napa	0	0	23	1	0	5	0	1	21	0	1	52
Nevada	0	0	8	0	1	2	0	0	7	0	0	18
Orange	0	6	177	1	0	65	0	3	889	0	9	1,150
Placer	1	0	23	0	0	7	0	0	52	1	2	86
Plumas	0	0	1	0	0	0	0	0	2	0	1	4

Riverside	2	4	106	2	1	42	0	0	387	0	3	547
Sacramento	0	6	241	0	6	46	0	6	320	1	9	635
San Benito	0	0	5	0	0	1	0	0	2	0	0	8
San Bernardino	1	6	134	0	2	36	0	0	424	0	2	605
San Diego	2	6	190	0	2	80	0	4	536	2	7	829
San Francisco	3	12	187	0	2	41	0	0	282	1	10	538
San Joaquin	0	2	63	0	0	11	0	0	89	0	5	170
San Luis Obispo	1	0	17	0	0	8	0	0	33	0	2	61
San Mateo	0	2	74	0	0	10	0	0	116	0	3	205
Santa Barbara	0	0	41	2	0	5	0	0	80	0	1	129
Santa Clara	0	4	124	0	1	38	0	0	250	0	2	419
Santa Cruz	1	1	18	0	0	10	0	1	25	0	2	58
Shasta	0	0	12	0	0	10	0	1	17	0	0	40
Siskiyou	0	0	0	0	0	2	0	0	0	0	0	2
Solano	0	0	4	0	0	0	0	0	3	0	0	7
Sonoma	0	0	53	0	0	17	0	0	56	0	1	127
Stanislaus	0	0	47	0	0	18	0	2	55	0	3	125
Sutter	2	0	28	0	0	11	0	0	58	1	1	101
Tehama	0	0	9	0	0	1	0	0	8	0	0	18
Trinity	0	0	4	0	0	2	0	0	5	0	0	11
Tulare	0	0	1	0	0	0	0	0	0	0	0	1
Tuolumne	0	2	31	0	0	5	0	0	61	0	0	99
Unknown	0	0	6	0	0	2	0	0	2	0	0	10
Ventura	0	1	50	0	1	14	0	1	165	0	1	233
Yolo	0	0	23	0	0	20	0	0	38	0	3	84
Yuba	0	0	3	0	0	5	0	0	10	0	0	18

APPENDIX D: DEMOGRAPHIC INFORMATION OF COMPLAINANTS

TABLE 1: RACE¹²

	CC54	Fair Chance Act	Employment	Equal Pay Act	GC11135	Housing	Human Trafficking	Ralph	Right- to-Sue	SHPT	Unruh	TOTAL
American Indian, Native American, or Alaska Native	1	3	84	0	0	17	0	2	21	0	3	131
Asian	0	2	176	2	1	34	1	2	111	0	13	342
Black or African American	2	23	644	7	4	206	0	8	354	0	33	1,281
Native Hawaiian or Other Pacific Islander	0	0	29	0	0	4	0	0	9	0	2	44
White	6	63	873	0	4	165	0	4	466	4	29	1,614
Other	1	14	424	1	1	75	0	6	331	1	9	863

¹² Demographic information voluntarily provided by some but not all complainants.

TABLE 2: ETHNICITY¹³

	CC54	Fair Chance Act	Employment	Equal Pay Act	GC11135	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	Unruh	TOTAL
Hispanic or Latino	4	44	778	1	0	104	0	5	559	2	0	17
Non-Hispanic or Latino	6	60	1,481	9	9	372	1	17	778	4	1	72

¹³ Demographic information voluntarily provided by some but not all complainants.

TABLE 3: NATIONAL ORIGIN¹⁴

	CC54	Fair Chance Act	Employment	GC11135	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	Unruh	TOTAL
Afghani	0	0	8	1	1	0	0	8	0	0	18
American [U.S.]	8	70	1,208	5	280	0	9	652	3	52	2,287
Asian Indian	0	0	16	0	5	0	1	6	0	0	28
Cambodian	0	0	3	0	0	0	0	1	0	0	4
Canadian	0	0	12	0	5	0	1	2	0	0	20
Chinese	0	0	30	0	3	0	0	24	0	5	62
Cuban	0	0	5	0	0	0	0	1	0	0	6
Dominican	0	0	3	0	0	0	0	1	0	0	4
Egyptian	0	0	10	0	4	0	0	4	0	1	19
English	2	0	39	1	15	0	1	23	0	2	83
Ethiopian	0	0	4	0	0	0	0	2	0	0	6
Fijian	0	0	5	0	1	0	0	2	0	0	8
Filipino	0	1	42	0	5	1	1	14	0	3	67
German	0	0	10	0	2	0	0	5	0	0	17
Ghanaian	0	0	1	0	0	0	0	1	0	0	2
Guamanian	0	0	3	0	0	0	0	0	0	0	3
Haitian	0	0	1	0	0	0	0	1	0	0	2
Hawaiian	0	0	4	0	0	0	0	0	0	0	4
Hmong	0	0	2	0	0	0	0	3	0	0	5
Indonesian	0	0	4	0	0	0	0	1	0	0	5
Iranian	0	0	24	0	3	0	0	9	0	0	36
Iraqi	0	0	1	1	0	0	0	0	0	0	2
Irish	0	1	6	0	5	0	0	4	0	0	16
Israeli	0	0	3	0	0	0	0	0	0	0	3
Italian	0	1	8	0	1	0	0	6	0	0	16
Jamaican	0	0	3	0	3	0	0	2	0	0	8
Japanese	0	0	5	0	0	0	0	3	0	0	8

¹⁴ Demographic information voluntarily provided by some but not all complainants.

	CC54	Fair Chance Act	Employment	GC11135	Housing	Human Trafficking	Ralph	Right- to-Sue	SHPT	Unruh	TOTAL
Korean	0	0	12	0	3	0	0	13	0	0	28
Laotian	0	0	1	0	1	0	0	0	0	0	2
Lebanese	0	0	4	0	0	0	0	1	0	0	5
Malaysian	0	0	1	0	0	0	0	0	0	0	1
Mexican	0	17	322	0	28	0	4	188	2	4	565
Nigerian	0	0	10	0	2	0	0	4	0	0	16
Pakistani	0	0	10	0	0	0	0	2	0	0	12
Puerto Rican	0	1	5	0	3	0	0	2	0	0	11
Salvadoran	0	2	18	0	4	0	0	15	0	1	40
Samoan	0	0	0	0	1	0	0	2	0	0	3
Sri Lankan	0	0	1	0	0	0	0	1	0	0	2
Syrian	0	0	4	0	0	0	0	5	0	0	9
Taiwanese	0	0	1	0	1	0	0	1	0	0	3
Thai	0	0	18	0	3	0	0	7	0	1	29
Vietnamese	0	3	20	0	3	0	0	9	0	0	35
Other African	0	0	6	0	5	0	0	2	0	1	14
Other Asian	0	0	5	0	0	0	0	1	0	0	6
Other Caribbean	0	0	36	0	12	0	1	14	0	1	64
Other European	0	5	82	0	22	0	1	49	0	3	162
Other Hispanic/Latino	0	0	8	0	0	0	0	8	0	2	18
Other Middle Eastern	0	4	58	0	16	0	0	35	0	3	116
Other	0	0	12	0	3	0	0	13	0	0	28

TABLE 4: SEXUAL ORIENTATION¹⁵

	CC54	Fair Chance Act	Employment	GC11135	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	Unruh	TOTAL
Straight or Heterosexual	8	52	1,670	6	333	0	10	852	5	54	2,990
Gay or Lesbian	0	4	177	0	33	0	6	86	0	14	320
Bisexual	0	1	79	1	16	0	1	23	1	3	125
Other	1	2	48	2	13	0	1	25	0	1	93

¹⁵ Demographic information voluntarily provided by some but not all complainants.

TABLE 5: SEX¹⁶

	CC54	Fair Chance Act	Employment	Equal Pay Act	GC11135	Housing	Human Trafficking	Ralph	Right-to-Sue	SHPT	State Contractors	Unruh	TOTAL
Male	4	80	1,065	0	4	158	0	11	753	1	0	38	2,114
Female	6	23	1,460	8	6	340	1	14	1,059	4	1	59	2,981
Non-Binary	0	2	33	0	0	8	0	3	10	1	0	2	59
Other	0	0	8	0	0	1	0	1	11	0	0	3	24

¹⁶ Demographic information voluntarily provided by some but not all complainants.