Government Code section 19795, subdivision (a), requires all state agencies to establish and administer an effective equal employment opportunity (EEO) program under the direction of an EEO Officer appointed by the director. If you have any questions regarding this information, contact CalHR’s Office of Civil Rights, civilrights@calhr.ca.gov.

**1. DEPARTMENTAL EQUAL EMPLOYMENT OFFICE**

Government Code section 19795, subdivision (a), requires all state agencies to establish and administer an effective equal employment opportunity (EEO) program under the direction of an EEO Officer appointed by the director. If you have any questions regarding this information, contact CalHR’s Office of Civil Rights, civilrights@calhr.ca.gov.

**2. DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**

The Department of Fair Employment and Housing is the state agency charged with enforcing California’s civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing, businesses, and state-funded programs, and from bias-motivated violence and human trafficking.

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**OUTSIDE STATE RESOURCES**

**EEOC**

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person’s race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.

**ACLU**

Everyone has basic rights under the U.S. Constitution and civil rights laws. Learn more with ACLU about what your rights are, how to exercise them, and what to do when your rights are violated.