

California Water Boards

June 16, 2017

Anti-Discrimination Policy and Guidance

Anti-Discrimination Policy

All persons within the jurisdiction of this state are free and equal, and no matter what their sex, gender, race, color, religion, creed, gender identity, gender expression, ancestry, national origin, ethnic group identification, age, mental or physical disability, medical condition, genetic information, marital status, or sexual orientation are entitled to the full and equal accommodations, advantages, facilities, privileges, or services in all business establishments of every kind whatsoever.

The intent of this policy is to provide all members of the public full and equal accommodations and access to the Water Boards' facilities, meetings, and services. The Office of Public Participation (OPP) develops and implements policies, based on federal and state laws, to prohibit discrimination on the basis of all protected characteristics in all Water Boards' activities, programs and funding agreements. The Water Boards also strive to go above and beyond existing non-discrimination obligations by, for example, providing appropriate program and meeting materials in languages other than English, where applicable, and providing services to promote environmental justice concerns and assisting economically disadvantaged communities.

Office of Public Participation

OPP is responsible for handling complaints of discrimination arising from the Water Boards' activities and programs other than discrimination complaints regarding employment matters.

- Any Water Boards' employee that become aware of discrimination claims by a person or against an entity receiving funding from the Water Boards shall promptly refer the matter directly to OPP.
- OPP will gather all available pertinent information and will, in turn, refer the complaint, and readily available information, directly to the Department of Fair Employment and Housing (DFEH).

Contractors

A contractor with the Water Boards, an entity regulated by the Water Boards, or any member of the public who suspects or becomes aware of prohibited discrimination, can directly contact the DFEH with complaints, or contact OPP who will then refer the complaint(s) to DFEH.

Anti-Harassment

As separately required by the Water Boards' EEO Anti-Harassment Policy, all Water Boards' supervisors and managers attend the required EEO harassment prevention training. The EEO Office offers training to supervisors, management, and staff and requires, or will imminently require, all employed individuals to sign an acknowledgment form of the Water Boards' EEO Anti-Harassment Policy. The Water Boards' EEO Anti-Harassment Policy applies to employment matters but also puts each Water Boards' employees on notice of the Water Boards' zero-tolerance for any form of discrimination and/or harassment.

The Water Boards have zero tolerance for discrimination of any kind related to its activities, programs and funding agreements. This means that the Water Boards may take corrective action in response to even a single incident of discrimination or harassment related to a Water Boards' activity, program or funding agreement.

Retaliation is strictly prohibited by state and federal law. No one will be subject to, and the Water Boards prohibit, any form of discipline or retaliation for reporting perceived violations of its anti-discrimination policies, pursuing a complaint of discrimination or harassment, or cooperating in any way in the investigation of such complaint.