

2022 Annual Report Discrimination Complaint Activity in California State Civil Service



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Annual Report

Discrimination Complaint Activity in California State Civil Service

2022



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Director

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Purpose of the Report

The State of California takes discrimination and harassment complaints seriously and is committed to improving how they are tracked, monitored, and resolved. To address workplace discrimination and harassment in state agencies, it is crucial that reliable data is collected. Pursuant to Government Code section 19792, and as directed by the Governor’s Office, the California Department of Human Resources (CalHR) implemented the Discrimination Complaint Tracking System (DCTS) in 2020, which enables data collection of complaints regarding discrimination, harassment, retaliation, and denial of reasonable accommodation in state agencies. This report reflects the third year of data collection in the DCTS. Over time, it will provide the analyses of trends and patterns in the complaint data to better identify and address areas of concern.

Statewide Summary

From January 1, 2022 through December 31, 2022, Equal Employment Opportunity (EEO) Offices were required to enter pertinent complaint data in the DCTS as part of their statutory mandate to develop, implement, coordinate, and monitor the agency’s EEO program. CalHR monitors and tracks the data and completes an annual report.

To fully achieve the goal of EEO and non-discriminatory employment practices within civil service, CalHR provides statewide leadership, coordination, and technical guidance to state agencies that have a combined total of more than 225,000 employees. As concerns are identified, CalHR consults with departments and develops action plans to address issues and resolve problems.

Total Cases Filed

Participating agencies reported a total of 1,642 cases filed between January 1, 2022 and December 31, 2022.* Cases may contain multiple allegations, which may be based on multiple protected categories. These allegations are entered as separate “complaints” within a case. For this reason, the total number of “cases” filed is lower than the total number of “complaints”. State agencies receive cases by internal complaint, anonymous complaint, management inquiry, or an external complaint such as the Civil Rights Department (CRD – formerly known as the Department of Fair Employment and Housing), and the Equal Employment Opportunity Commission (EEOC). ([Appendix 1 - Open and Closed Cases by Department](#))

Total Complaints Filed

In 2022, agencies reported 2,021 complaints filed. This number includes complaints that were accepted with a result of substantiated, unsubstantiated, withdrawn, or exceeded the statute of limitations, as well as complaints that were ultimately not accepted for investigation because they were determined to be non-jurisdictional. In some instances, complaints were referred to other appropriate areas in the department for review.

*CalHR continues to work with departments to complete any missing information. Cases for the California Highway Patrol, Department of Transportation, and Department of Forestry and Fire Protection are incomplete for 2022.

Individual complaints are based on the following EEO protected categories, consistent with California law:

- Age (40 and over)
- Ancestry
- Color
- Disability (mental and physical, including HIV/AIDS, cancer, and genetic characteristics)
- Gender Identity, Gender Expression
- Genetic Information
- Marital Status
- Medical Condition (genetic characteristics, cancer or a record or history of cancer)
- Military or Veteran Status
- National Origin (includes language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law)
- Race (including traits historically associated with race, including but not limited to, hair texture and protective hairstyles)
- Religion (includes religious dress and grooming practices)
- Request for Family Care Leave
- Request for Leave for an Employee's Own Serious Health Condition
- Request for Pregnancy Disability Leave
- Retaliation
- Sex/Gender (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)
- Sexual Orientation

The following complaint types were the five highest statewide in 2022: Retaliation, Race, Disability, Sex/Gender, and Age. Four of the protected categories stayed the same, however, Sexual Harassment has been replaced by Age in the top five.

(Appendix 2 - Top Five Complaint Types by Department)

Top Five Complaint Types

Protected Category	Count	Percent of Total Complaints (2021)
Retaliation	332	16%
Race	311	15%
Disability	247	12%
Sex/Gender	203	10%
Age	162	8%
TOTAL	1255	62%

End of Year Case Status

Of the 1,642 cases filed in 2022, departments reported 1,175 closed and 467 open by the close of the fourth quarter. (Appendix 1 - Opened and Closed Cases by Department)

Open and Closed Cases

Status	Cases	Percentage of Total Cases Filed
Closed	1175	71.56%
Open	467	28.44%
TOTAL	1642	100.00%

End of Year Complaint Status

Departments reported 1,416 complaints closed statewide in 2022 (including carryover complaints filed in previous years). These closed complaints were unsubstantiated, substantiated, withdrawn, or exceeded the statute of limitations. ([Appendix 3 - Complaint Outcomes for Closed Cases by Department](#))

Outcome	Number of Closed Complaints	Percentage of Total Closed Complaints
Unsubstantiated	1185	83.69%
Substantiated	181	12.78%
Withdrawn	42	2.97%
Exceeded Statute of Limitations	8	0.56%
TOTAL	1416	100.00%

Outcomes are reported at the conclusion of the investigation. Departments are aware of their obligation to thoroughly review the complaint, pursue an investigation if appropriate, and take appropriate action, regardless of the circumstances. Departments are instructed and expected to add appropriate case file notes, which clearly indicate the reason for reporting a complaint as Withdrawn.

A complaint may be reported as Withdrawn when:

- The complainant indicates in writing that they no longer wish to pursue the complaint, and the department explains why it is not appropriate or necessary to pursue the complaint as a Management Inquiry.
- The complainant cannot be reached for information or chooses to no longer cooperate.
- The respondent resigned or retired before the investigation concluded.
- The CRD or EEOC asks the department for a response and later chooses not to pursue the complaint.

Action Taken by Type

Departments are required to take appropriate action based on the findings of each completed investigation and enter the information in the DCTS as follows: Disciplinary, Corrective, Referred for Action, Referral to Law Enforcement, Other, or None.

- **Disciplinary Action:** Refers to actions taken in response to an employee's serious or continued failure to meet the rules of conduct as defined by GC 19572. These adverse actions are defined in California State Government employment as dismissal, demotion, suspension, or other disciplinary action.
- **Corrective Action:** Refers to actions taken to improve the employee's performance to an acceptable level or to prevent continued misconduct. Required training is the most reported Corrective Action type.
- **Referred for Action:** Identified for action, not yet applied.
- **Referral to Law Enforcement:** Referred as a result of potential criminal activity.
- **Other:** May be used when action is taken, but none of the other actions apply. Departments are instructed to add appropriate case file notes, which clearly indicate the reason for reporting the action taken as Other.
- **None:** May be used when a respondent retired or resigned in lieu of or before disciplinary action, or when the respondent is a vendor or other non-state entity, and action cannot be taken by the state. Departments are instructed to add appropriate case file notes, which clearly indicate the reason for reporting the action taken as None.

By the close of the fourth quarter of 2022, departments with cases in the DCTS reported the following actions:

Number of Total Actions Taken

Action Type	Number of Actions	Percent of Total Actions Taken
Corrective	19	52.78%
Disciplinary	11	30.56%
Other	5	13.89%
Referred for Action	1	2.78%
Referral to Law Enforcement	0	0.00%
TOTAL	36	100.00%

There were 36 actions reported by departments. It is important to note that some substantiated cases may still have actions pending. There were 9 complaints reported as “None” (having no action taken).
(Appendix 4 - Actions Taken by Department)

Investigations Timeline

On a statewide average, departments reported that it took 46 days to complete an investigation.
(Appendix 5 - Average Number of Days to Complete Investigations by Department)

Judgment and Settlement Costs

In 2022, one department reported a settled case for \$250,000. This total amount represents only the year’s cases with closed settlements and/or judgments by the end of the fourth quarter. It is important to note that some cases were still pending litigation at the end of the fourth quarter and would not report settlements in 2022. Additionally, there may be settlements and judgments related to cases in years prior, but the cases were not yet tracked through DCTS. Departments report judgments and settlements resolved as either monetary, non-monetary, or both.

(Appendix 6 - Number and Amount of Judgments/Settlements by Department)

Appendix 1 - Open and Closed Cases by Department

Department	Cases	Open	Closed
ADMINISTRATIVE LAW, OFFICE OF	0	0	0
AFRICAN AMERICAN MUSEUM, CALIFORNIA	0	0	0
AGING, DEPARTMENT OF	0	0	0
AGRICULTURAL LABOR RELATIONS BOARD	0	0	0
AIR RESOURCES BOARD	5	3	2
ALCOHOLIC BEVERAGE CONTROL APPEALS BOARD	0	0	0
ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF	4	0	4
ARTS COUNCIL, CALIFORNIA	0	0	0
BOATING AND WATERWAYS, DEPARTMENT OF	0	0	0
BUSINESS, CONSUMER SERVICES & HOUSING AGENCY	0	0	0
BUSINESS, TRANSPORTATION, AND HOUSING AGENCY	0	0	0
CALIFORNIA PRIVACY PROTECTION AGENCY	0	0	0
CANNABIS CONTROL APPEALS PANEL	0	0	0
CANNABIS CONTROL, DEPARTMENT OF	2	2	0
CHILD SUPPORT SERVICES, DEPARTMENT OF	1	0	1
CHILDREN & FAMILIES COMMISSION	0	0	0
COACHELLA VALLEY MOUNTAIN CONSERVANCY	0	0	0
COASTAL COMMISSION, CALIFORNIA	0	0	0
COASTAL CONSERVANCY, STATE	0	0	0
COLORADO RIVER BOARD	0	0	0
COMMISSION ON STATUS OF WOMEN, CALIFORNIA	0	0	0
COMMUNITY COLLEGES, CALIFORNIA	1	0	1
COMMUNITY SERVICES AND DEVELOPMENT, DEPARTMENT OF	1	0	1
COMPENSATION INSURANCE FUND, STATE	38	4	34
CONSERVATION CORPS, CALIFORNIA	21	0	21
CONSERVATION, DEPARTMENT OF	7	0	7
CONSUMER AFFAIRS, DEPARTMENT OF	14	5	9
CONTROLLER, OFFICE OF THE CALIFORNIA STATE	5	1	4
CORRECTIONS AND REHABILITATION, DEPARTMENT OF	595	68	527
CRADLE TO CAREER	0	0	0
DELTA PROTECTION COMMISSION	0	0	0
DELTA STEWARDSHIP COUNCIL	0	0	0
DEVELOPMENTAL DISABILITIES, STATE COUNCIL ON	0	0	0
DEVELOPMENTAL SERVICES, DEPARTMENT OF	15	8	7
DIGITAL INNOVATION, OFFICE OF	0	0	0
EARTHQUAKE AUTHORITY, CALIFORNIA	3	1	2
EDUCATION AUDIT APPEALS PANEL	0	0	0
EDUCATION, DEPARTMENT OF	23	19	4
EMERGENCY MEDICAL SERVICES AUTHORITY	0	0	0
EMERGENCY SERVICES, OFFICE OF	3	1	2

Department	Cases	Open	Closed
EMPLOYMENT DEVELOPMENT DEPARTMENT	22	7	15
EMPLOYMENT TRAINING PANEL	2	0	2
ENERGY INFRASTRUCTURE SAFETY, OFFICE OF	1	0	1
ENERGY RESOURCES CONSERVATION AND DEVELOPMENT COMMISSION	4	1	3
ENVIRONMENTAL HEALTH HAZARD ASSESSMENT, OFFICE OF	0	0	0
ENVIRONMENTAL PROTECTION AGENCY	3	0	3
EQUALIZATION, BOARD OF	1	1	0
EXPOSITION AND STATE FAIR, CALIFORNIA	0	0	0
FAIR EMPLOYMENT AND HOUSING, DEPARTMENT OF	0	0	0
FAIR POLITICAL PRACTICES COMMISSION	0	0	0
FINANCE, DEPARTMENT OF	0	0	0
FINANCIAL INFORMATION SYSTEM, CALIFORNIA	2	0	2
FINANCIAL INSTITUTIONS, DEPARTMENT OF	0	0	0
FINANCIAL PROTECTION AND INNOVATION, DEPARTMENT OF	9	1	8
FISH AND WILDLIFE, DEPARTMENT OF	10	2	8
FOOD & AGRICULTURE 22ND DIST AGRIC ASSOC	2	0	2
FOOD & AGRICULTURE 32ND DIST AGRIC ASSOC	7	0	7
FOOD & AGRICULTURE, DEPARTMENT OF	40	23	17
FORESTRY AND FIRE PROTECTION, DEPARTMENT OF	4	2	2
FRANCHISE TAX BOARD	11	8	3
GAMBLING CONTROL COMMISSION, CALIFORNIA	0	0	0
GENERAL SERVICES, DEPARTMENT OF	66	20	46
GOVERNMENT OPERATIONS AGENCY	0	0	0
GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT	1	1	0
GOVERNOR'S OFFICE OF PLANNING AND RESEARCH	0	0	0
HEALTH & HUMAN SERVICES AGENCY, CALIFORNIA	0	0	0
HEALTH BENEFIT EXCHANGE, CALIFORNIA	7	2	5
HEALTH CARE ACCESS AND INFORMATION DEPARTMENT OF	5	0	5
HEALTH CARE SERVICES, DEPARTMENT OF	7	5	2
HIGH SPEED RAIL AUTHORITY	4	0	4
HIGHWAY PATROL, CALIFORNIA	17	17	0
HORSE RACING BOARD, CALIFORNIA	0	0	0
HOUSING AND COMMUNITY DEVELOPMENT	9	0	9
HOUSING FINANCE AGENCY, CALIFORNIA	2	1	1
HUMAN RESOURCES, CALIFORNIA DEPARTMENT OF	1	0	1
INDEPENDENT LIVING COUNCIL, STATE	0	0	0
INDUSTRIAL RELATIONS, DEPARTMENT OF	31	1	30
INSPECTOR GENERAL, OFFICE OF THE	0	0	0
INSURANCE, DEPARTMENT OF	5	0	5
JUSTICE, DEPARTMENT OF	28	7	21
LABOR & WORKFORCE DEVELOPMENT AGENCY	0	0	0

Department	Cases	Open	Closed
LANDS COMMISSION, STATE	1	0	1
LAW REVISION COMMISSION, CALIFORNIA	0	0	0
LEGISLATIVE COUNCIL BUREAU	0	0	0
LIBRARY, CALIFORNIA STATE	1	1	0
LITTLE HOOVER COMMISSION	0	0	0
LOTTERY, CALIFORNIA STATE	15	4	11
MANAGED HEALTH CARE, DEPARTMENT OF	3	1	2
MENTAL HEALTH SERVICES OVERSIGHT AND ACCOUNTABILITY COMMISSION	0	0	0
MILITARY DEPARTMENT	0	0	0
MOTOR VEHICLES, DEPARTMENT OF	117	7	110
NATIVE AMERICAN HERITAGE COMMISSION	0	0	0
NATURAL RESOURCES AGENCY	2	0	2
PARKS AND RECREATION, DEPARTMENT OF	14	8	6
PEACE OFFICERS STANDARDS & TRAINING, COMM. ON	0	0	0
PERSONNEL BOARD, STATE	1	0	1
PESTICIDE REGULATION, DEPARTMENT OF	0	0	0
PRISON INDUSTRY AUTHORITY, CALIFORNIA	11	3	8
PUBLIC DEFENDER, OFFICE OF THE STATE	0	0	0
PUBLIC EMPLOYEES RETIREMENT SYSTEM	28	10	18
PUBLIC EMPLOYMENT RELATIONS BOARD	0	0	0
PUBLIC HEALTH, CALIFORNIA DEPARTMENT OF	31	11	20
PUBLIC UTILITIES COMMISSION	13	3	10
REAL ESTATE, DEPARTMENT OF	2	0	2
REHABILITATION, DEPARTMENT OF	11	3	8
RESOURCES RECYCLING AND RECOVERY, DEPARTMENT OF	1	0	1
SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY	0	0	0
SAN DIEGO RIVER CONSERVANCY	0	0	0
SAN FRANCISCO BAY CONSERVATION & DEVELOPMENT COMMISSION	1	1	0
SAN GABRIEL LOWER LOS ANGELES RIVERS AND MOUNTAIN CONSERVANCY	0	0	0
SANTA MONICA MOUNTAINS CONSERVANCY	0	0	0
SCIENCE CENTER, CALIFORNIA	0	0	0
SECRETARY OF STATE, OFFICE OF	2	0	2
SENIOR LEGISLATURE, CALIFORNIA	0	0	0
SIERRA NEVADA CONSERVANCY	0	0	0
SOCIAL SERVICES, DEPARTMENT OF	92	92	0
STATE AND COMMUNITY CORRECTIONS, BOARD OF	1	1	0
STATE AND CONSUMER SERVICES AGENCY, CALIFORNIA	0	0	0
STATE HOSPITALS, DEPARTMENT OF	169	93	76
STATE MANDATES, COMMISSION ON	0	0	0
STUDENT AID COMMISSION	0	0	0

Department	Cases	Open	Closed
SYSTEMS INTEGRATION, OFFICE OF	1	1	0
TAHOE CONSERVANCY, CALIFORNIA	1	0	1
TAX AND FEE ADMINISTRATION, CALIFORNIA DEPARTMENT OF	22	2	20
TAX APPEALS, OFFICE OF	2	0	2
TEACHER CREDENTIALING, COMMISSION ON	0	0	0
TEACHERS RETIREMENT SYSTEM, STATE	3	2	1
TECHNOLOGY, DEPARTMENT OF	1	1	0
TOXIC SUBSTANCES CONTROL	0	0	0
TRAFFIC SAFETY, OFFICE OF	0	0	0
TRANSPORTATION AGENCY, CALIFORNIA STATE	0	0	0
TRANSPORTATION COMMISSION, CALIFORNIA	0	0	0
TRANSPORTATION, DEPARTMENT OF	0	0	0
TREASURER, OFFICE OF THE STATE	0	0	0
UNEMPLOYMENT INSURANCE APPEALS BOARD, CALIFORNIA	3	0	3
VETERANS AFFAIRS, DEPARTMENT OF	23	1	22
VICTIM COMPENSATION AND GOVERNMENT CLAIMS BOARD	0	0	0
WATER RESOURCES CONTROL BOARD	13	2	11
WATER RESOURCES, DEPARTMENT OF	18	9	9
WORKFORCE DEVELOPMENT BOARD, CALIFORNIA	0	0	0
TOTAL	1642	467	1175

Appendix 2 - Top Five Complaint Types by Department

Department	Age	Disability	Race	Retaliation	Sex/ Gender	Total
AIR RESOURCES BOARD	0	0	0	0	3	3
ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF	1	0	0	3	0	4
COMMUNITY COLLEGES, CALIFORNIA	1	0	0	0	2	3
COMPENSATION INSURANCE FUND, STATE	2	3	4	9	4	22
CONSERVATION CORPS, CALIFORNIA	0	4	6	1	0	11
CONSERVATION, DEPARTMENT OF	2	0	0	3	0	5
CONSUMER AFFAIRS, DEPARTMENT OF	0	1	4	6	2	13
CONTROLLER, OFFICE OF THE CALIFORNIA STATE	0	2	0	0	0	2
CORRECTIONS AND REHABILITATION, DEPARTMENT OF	84	64	113	163	109	533
DEVELOPMENTAL SERVICES, DEPARTMENT OF	3	8	1	6	3	21
EARTHQUAKE AUTHORITY, CALIFORNIA	0	0	1	2	1	4
EDUCATION, DEPARTMENT OF	2	2	6	9	6	25
EMERGENCY SERVICES, OFFICE OF	0	1	0	0	1	2
EMPLOYMENT DEVELOPMENT DEPARTMENT	4	8	5	5	0	22
EMPLOYMENT TRAINING PANEL	0	0	1	0	0	1
ENERGY INFRASTRUCTURE SAFETY, OFFICE OF	0	0	0	0	1	1
ENERGY RESOURCES CONSERVATION AND DEVELOPMENT COMMISSION	0	1	0	0	0	1
FINANCIAL INFORMATION SYSTEM, CALIFORNIA	0	1	1	0	0	2
FINANCIAL PROTECTION AND INNOVATION, DEPARTMENT OF	2	1	2	1	1	7
FISH AND WILDLIFE, DEPARTMENT OF	0	0	0	0	1	1
FOOD & AGRICULTURE, DEPARTMENT OF	0	5	7	4	4	20
FRANCHISE TAX BOARD	1	2	2	0	1	6
GENERAL SERVICES, DEPARTMENT OF	2	6	15	10	7	40
GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT	0	0	0	1	1	2
HEALTH BENEFIT EXCHANGE, CALIFORNIA	0	1	1	0	1	3
HEALTH CARE ACCESS AND INFORMATION DEPARTMENT OF	5	2	3	3	1	14

Department	Age	Disability	Race	Retaliation	Sex/ Gender	Total
HEALTH CARE SERVICES, DEPARTMENT OF	1	1	2	2	2	8
HIGH SPEED RAIL AUTHORITY	0	0	2	2	0	4
HIGHWAY PATROL, CALIFORNIA	2	5	6	7	4	24
HOUSING AND COMMUNITY DEVELOPMENT	1	0	1	1	0	3
HUMAN RESOURCES, CALIFORNIA DEPARTMENT OF	0	2	0	1	0	3
INDUSTRIAL RELATIONS, DEPARTMENT OF	0	1	0	3	0	4
JUSTICE, DEPARTMENT OF	1	4	1	4	3	13
LANDS COMMISSION, STATE	0	0	1	0	0	1
LOTTERY, CALIFORNIA STATE	0	1	3	0	2	6
MANAGED HEALTH CARE, DEPARTMENT OF	0	3	0	0	0	3
MOTOR VEHICLES, DEPARTMENT OF	13	45	39	7	10	114
PARKS AND RECREATION, DEPARTMENT OF	0	2	1	0	3	6
PRISON INDUSTRY AUTHORITY, CALIFORNIA	1	1	0	2	1	5
PUBLIC EMPLOYEES RETIREMENT SYSTEM	2	8	3	4	1	18
PUBLIC HEALTH, CALIFORNIA DEPARTMENT OF	3	5	6	6	1	21
PUBLIC UTILITIES COMMISSION	4	1	4	4	2	15
REHABILITATION, DEPARTMENT OF	0	5	2	1	0	8
RESOURCES RECYCLING AND RECOVERY, DEPARTMENT OF	0	0	1	0	0	1
SECRETARY OF STATE, OFFICE OF	0	0	1	2	0	3
SOCIAL SERVICES, DEPARTMENT OF	5	14	4	3	1	27
STATE AND COMMUNITY CORRECTIONS, BOARD OF	0	0	1	0	0	1
STATE HOSPITALS, DEPARTMENT OF	15	23	46	34	19	137
TAX AND FEE ADMINISTRATION, CALIFORNIA DEPARTMENT OF	2	0	3	4	1	10
TAX APPEALS, OFFICE OF	0	1	3	2	0	6
TEACHERS RETIREMENT SYSTEM, STATE	0	3	1	1	0	5
TECHNOLOGY, DEPARTMENT OF	0	2	0	1	0	3
UNEMPLOYMENT INSURANCE APPEALS BOARD, CALIFORNIA	0	0	0	1	1	2
VETERANS AFFAIRS, DEPARTMENT OF	1	5	5	8	1	20

Department	Age	Disability	Race	Retaliation	Sex/ Gender	Total
WATER RESOURCES CONTROL BOARD	2	0	3	2	0	7
WATER RESOURCES, DEPARTMENT OF	0	3	0	4	2	9
TOTAL	162	247	311	332	203	1255

Appendix 3 - Complaint Outcomes for Closed Cases by Department

Department	Exceeded Statute of Limitations	Substantiated	Unsubstantiated	Withdrawn	Total
AIR RESOURCES BOARD	0	1	1	0	2
ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF	0	0	4	0	4
COMMUNITY COLLEGES, CALIFORNIA	0	0	3	0	3
COMMUNITY SERVICES AND DEVELOPMENT, DEPARTMENT OF	0	1	0	0	1
COMPENSATION INSURANCE FUND, STATE	0	3	17	0	20
CONSERVATION CORPS, CALIFORNIA	0	4	12	0	16
CONSERVATION, DEPARTMENT OF	0	1	6	0	7
CONSUMER AFFAIRS, DEPARTMENT OF	0	0	12	0	12
CONTROLLER, OFFICE OF THE CALIFORNIA STATE	0	4	1	0	5
CORRECTIONS AND REHABILITATION, DEPARTMENT OF	2	88	605	12	707
DEVELOPMENTAL SERVICES, DEPARTMENT OF	0	2	9	0	11
EARTHQUAKE AUTHORITY, CALIFORNIA	0	0	3	0	3
EDUCATION, DEPARTMENT OF	0	4	2	0	6
EMERGENCY SERVICES, OFFICE OF	0	1	1	0	2
EMPLOYMENT DEVELOPMENT DEPARTMENT	2	2	20	0	24
EMPLOYMENT TRAINING PANEL	0	0	2	0	2
ENERGY INFRASTRUCTURE SAFETY, OFFICE OF	0	0	1	0	1
ENERGY RESOURCES CONSERVATION AND DEVELOPMENT COMMISSION	0	0	2	0	2
ENVIRONMENTAL PROTECTION AGENCY	0	1	0	0	1
FINANCIAL INFORMATION SYSTEM, CALIFORNIA	0	0	3	1	4

Department	Exceeded Statute of Limitations	Substantiated	Unsubstantiated	Withdrawn	Total
FINANCIAL PROTECTION AND INNOVATION, DEPARTMENT OF	0	1	9	0	10
FISH AND WILDLIFE, DEPARTMENT OF	0	1	2	0	3
FOOD & AGRICULTURE 32ND DIST AGRIC ASSOC	0	4	3	0	7
FOOD & AGRICULTURE, DEPARTMENT OF	0	2	4	0	6
FRANCHISE TAX BOARD	0	2	1	0	3
GENERAL SERVICES, DEPARTMENT OF	0	4	28	1	33
HEALTH BENEFIT EXCHANGE, CALIFORNIA	0	0	9	0	9
HEALTH CARE ACCESS AND INFORMATION DEPARTMENT OF	0	0	18	0	18
HEALTH CARE SERVICES, DEPARTMENT OF	0	0	2	0	2
HIGH SPEED RAIL AUTHORITY	0	0	5	0	5
HOUSING AND COMMUNITY DEVELOPMENT	0	2	3	0	5
HOUSING FINANCE AGENCY, CALIFORNIA	0	0	1	0	1
HUMAN RESOURCES, CALIFORNIA DEPARTMENT OF	0	0	3	0	3
INDUSTRIAL RELATIONS, DEPARTMENT OF	0	0	5	0	5
JUSTICE, DEPARTMENT OF	0	4	4	4	12
LANDS COMMISSION, STATE	0	0	1	0	1
LOTTERY, CALIFORNIA STATE	0	5	6	0	11
MANAGED HEALTH CARE, DEPARTMENT OF	0	0	3	0	3
MOTOR VEHICLES, DEPARTMENT OF	0	7	154	10	171
PARKS AND RECREATION, DEPARTMENT OF	0	4	3	0	7
PERSONNEL BOARD, STATE	0	0	1	0	1
PRISON INDUSTRY AUTHORITY, CALIFORNIA	0	4	4	0	8
PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2	11	0	13

Department	Exceeded Statute of Limitations	Substantiated	Unsubstantiated	Withdrawn	Total
PUBLIC HEALTH, CALIFORNIA DEPARTMENT OF	0	4	17	0	21
PUBLIC UTILITIES COMMISSION	0	8	12	0	20
REHABILITATION, DEPARTMENT OF	0	1	6	0	7
RESOURCES RECYCLING AND RECOVERY, DEPARTMENT OF	0	0	2	0	2
SECRETARY OF STATE, OFFICE OF	0	0	4	0	4
STATE HOSPITALS, DEPARTMENT OF	4	7	99	10	120
TAHOE CONSERVANCY, CALIFORNIA	0	0	1	0	1
TAX AND FEE ADMINISTRATION, CALIFORNIA DEPARTMENT OF	0	0	12	0	12
TAX APPEALS, OFFICE OF	0	0	7	0	7
TEACHERS RETIREMENT SYSTEM, STATE	0	0	3	0	3
UNEMPLOYMENT INSURANCE APPEALS BOARD, CALIFORNIA	0	3	2	0	5
VETERANS AFFAIRS, DEPARTMENT OF	0	1	24	4	29
WATER RESOURCES CONTROL BOARD	0	3	8	0	11
WATER RESOURCES, DEPARTMENT OF	0	0	4	0	4
TOTAL	8	181	1185	42	1416

Appendix 4 - Actions Taken by Department

Department	Corrective	Disciplinary	None	Other	Referral to Law Enforcement	Referred for Action	Total
COMPENSATION INSURANCE FUND, STATE	2	1	0	0	0	0	3
CONSERVATION CORPS, CALIFORNIA	2	0	0	0	0	0	2
CONTROLLER, OFFICE OF THE CALIFORNIA STATE	0	2	1	0	0	0	3
CORRECTIONS AND REHABILITATION, DEPARTMENT OF	3	0	4	3	0	0	10
FINANCIAL PROTECTION AND INNOVATION, DEPARTMENT OF	0	1	0	0	0	0	1
FOOD & AGRICULTURE, DEPARTMENT OF	1	0	0	0	0	0	1
FRANCHISE TAX BOARD	0	0	0	2	0	0	2
GENERAL SERVICES, DEPARTMENT OF	1	0	0	0	0	0	1
HOUSING AND COMMUNITY DEVELOPMENT	1	1	0	0	0	0	2
JUSTICE, DEPARTMENT OF	1	0	0	0	0	0	1
MOTOR VEHICLES, DEPARTMENT OF	4	2	0	0	0	0	6
PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	1	0	0	0	0	1
PUBLIC HEALTH, CALIFORNIA DEPARTMENT OF	2	0	1	0	0	0	3
STATE HOSPITALS, DEPARTMENT OF	0	3	2	0	0	1	6
TAX APPEALS, OFFICE OF	1	0	0	0	0	0	1
TEACHERS RETIREMENT SYSTEM, STATE	0	0	1	0	0	0	1
WATER RESOURCES CONTROL BOARD	1	0	0	0	0	0	1
TOTAL	19	11	9	5	0	1	45

Appendix 5 - Average Number of Days to Complete Investigations by Department

Department	Average Days to Close Investigations
AIR RESOURCES BOARD	54
ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF	165
CANNABIS CONTROL, DEPARTMENT OF	0
CHILD SUPPORT SERVICES, DEPARTMENT OF	0
COMMUNITY COLLEGES, CALIFORNIA	106
COMMUNITY SERVICES AND DEVELOPMENT, DEPARTMENT OF	55
COMPENSATION INSURANCE FUND, STATE	47
CONSERVATION CORPS, CALIFORNIA	25
CONSERVATION, DEPARTMENT OF	71
CONSUMER AFFAIRS, DEPARTMENT OF	39
CONTROLLER, OFFICE OF THE CALIFORNIA STATE	103
CORRECTIONS AND REHABILITATION, DEPARTMENT OF	47
DEVELOPMENTAL SERVICES, DEPARTMENT OF	46
EARTHQUAKE AUTHORITY, CALIFORNIA	30
EDUCATION, DEPARTMENT OF	19
EMERGENCY SERVICES, OFFICE OF	52
EMPLOYMENT DEVELOPMENT DEPARTMENT	67
EMPLOYMENT TRAINING PANEL	178
ENERGY INFRASTRUCTURE SAFETY, OFFICE OF	63
ENERGY RESOURCES CONSERVATION AND DEVELOPMENT COMMISSION	49
ENVIRONMENTAL PROTECTION AGENCY	32
EQUALIZATION, BOARD OF	0
FINANCIAL INFORMATION SYSTEM, CALIFORNIA	150
FINANCIAL PROTECTION AND INNOVATION, DEPARTMENT OF	49
FISH AND WILDLIFE, DEPARTMENT OF	10
FOOD & AGRICULTURE 22ND DIST AGRIC ASSOC	0
FOOD & AGRICULTURE 32ND DIST AGRIC ASSOC	9
FOOD & AGRICULTURE, DEPARTMENT OF	13
FORESTRY AND FIRE PROTECTION, DEPARTMENT OF	0
FRANCHISE TAX BOARD	29
GENERAL SERVICES, DEPARTMENT OF	54
GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT	0
HEALTH BENEFIT EXCHANGE, CALIFORNIA	78
HEALTH CARE ACCESS AND INFORMATION DEPARTMENT OF	67
HEALTH CARE SERVICES, DEPARTMENT OF	10
HIGH SPEED RAIL AUTHORITY	70

Department	Average Days to Close Investigations
HIGHWAY PATROL, CALIFORNIA	0
HOUSING AND COMMUNITY DEVELOPMENT	16
HOUSING FINANCE AGENCY, CALIFORNIA	10
HUMAN RESOURCES, CALIFORNIA DEPARTMENT OF	127
INDUSTRIAL RELATIONS, DEPARTMENT OF	27
INSURANCE, DEPARTMENT OF	0
JUSTICE, DEPARTMENT OF	18
LANDS COMMISSION, STATE	90
LIBRARY, CALIFORNIA STATE	0
LOTTERY, CALIFORNIA STATE	39
MANAGED HEALTH CARE, DEPARTMENT OF	43
MOTOR VEHICLES, DEPARTMENT OF	41
NATURAL RESOURCES AGENCY	0
PARKS AND RECREATION, DEPARTMENT OF	37
PERSONNEL BOARD, STATE	6
PRISON INDUSTRY AUTHORITY, CALIFORNIA	50
PUBLIC EMPLOYEES RETIREMENT SYSTEM	31
PUBLIC HEALTH, CALIFORNIA DEPARTMENT OF	30
PUBLIC UTILITIES COMMISSION	110
REAL ESTATE, DEPARTMENT OF	13
REHABILITATION, DEPARTMENT OF	106
RESOURCES RECYCLING AND RECOVERY, DEPARTMENT OF	37
SAN FRANCISCO BAY CONSERVATION & DEVELOPMENT COMMISSION	0
SECRETARY OF STATE, OFFICE OF	140
SOCIAL SERVICES, DEPARTMENT OF	0
STATE AND COMMUNITY CORRECTIONS, BOARD OF	0
STATE HOSPITALS, DEPARTMENT OF	48
SYSTEMS INTEGRATION, OFFICE OF	0
TAHOE CONSERVANCY, CALIFORNIA	144
TAX AND FEE ADMINISTRATION, CALIFORNIA DEPARTMENT OF	40
TAX APPEALS, OFFICE OF	84
TEACHERS RETIREMENT SYSTEM, STATE	56
TECHNOLOGY, DEPARTMENT OF	0
UNEMPLOYMENT INSURANCE APPEALS BOARD, CALIFORNIA	63
VETERANS AFFAIRS, DEPARTMENT OF	60
WATER RESOURCES CONTROL BOARD	56
WATER RESOURCES, DEPARTMENT OF	50
TOTAL	46

Appendix 6 - Number and Amount of Judgments/Settlements by Department

Department	Type of Resolution (Monetary, Non-Monetary, or Both)	Resolution Amount
JUSTICE, DEPARTMENT OF	Both	250000
TOTAL		250000