

2024 Annual Report Discrimination Complaint Activity in California State Civil Service



This page was intentionally left blank.

Annual Report
Discrimination Complaint Activity in
California State Civil Service
2024



Monica Erickson
Director

This page was intentionally left blank.

TABLE OF CONTENTS

EXECUTIVE SUMMARY 1

PURPOSE OF THE REPORT..... 1

PROTECTED CATEGORIES..... 2

TOTAL CASES 2

COMPLAINTS..... 3

INTERNAL COMPLAINTS..... 3

SUBSTANTIATED INTERNAL COMPLAINTS 4

COMPLAINT OUTCOMES..... 4

POST INVESTIGATION 5

ACTIONS TAKEN BY ACTION TYPE..... 5

YEARS IN REVIEW, 2020-2023..... 6

INTERNAL SUBSTANTIATED COMPLAINTS..... 6

INTERNAL CASES REMAINING OPEN BY YEAR 6

CASES REMAINING OPEN BY YEAR 7

JUDGEMENT AND SETTLEMENTS BY YEAR 7

DEPARTMENT CASE AND COMPLAINT ACTIVITY 8

EXECUTIVE SUMMARY

The California Department of Human Resources (CalHR) mission is to serve as the trusted advisor to our strategic partners and the public, providing exceptional human resource services and guidance. Our vision at CalHR is shaping California's future of public service excellence with fair employment opportunities and an engaged workforce. We foster an environment where everyone can thrive and contribute their unique talents and experiences.

PURPOSE OF THE REPORT

Pursuant to Government Code section 19792 (k), and as directed by the Governor's Office, CalHR implemented the Discrimination Complaint Tracking System (DCTS) in 2020. The DCTS is a secure, comprehensive, cloud-based case management system used by state departments to track EEO complaints throughout the investigative process. CalHR provides statewide leadership, coordination, and technical guidance to state departments, which together employ more than 230,000 staff as of December 31, 2024. CalHR monitors DCTS and analyses the data to create the annual report.

From January 1, 2024 through December 31, 2024, as required by statute, departments entered EEO complaints of discrimination, harassment, retaliation, and denials of reasonable accommodation into DCTS. Each quarter, EEO Officers are responsible for submitting a Quarterly Report confirming that either all complaints have been entered or that no complaints were received. The report reflects data provided by departments through the Discrimination Complaint Tracking System (DCTS) and is intended to support transparency, accountability, and continuous improvement in EEO practices statewide.

PROTECTED CATEGORIES

California law safeguards employees from unlawful workplace discrimination based on legally protected categories. These categories encompass identities recognized under state harassment and discrimination statutes. When a department receives a complaint alleging inappropriate work-related conduct, it is on notice and obligated to conduct a thorough review and assess if the complaint violates the agency’s EEO policies. California prohibits unlawful discrimination, harassment, and retaliation in employment based on the following protected categories:

Age (40 and over)	Ancestry
Color	Disability
Family Care or Medical Leave	Gender Identity or Gender Expression
Genetic Information or Genetic Characteristic	Marital Status
Medical Condition	Military or Veteran Status
National Origin	Pregnancy, Childbirth, breastfeeding, related medical conditions
Race	Religion
Sex/Gender	Sexual Harassment
Sexual Orientation	Other

TOTAL CASES

From January 1, 2024 to December 31, 2024, departments statewide reported a total of 2,261 internal and external cases received. Of those, 1,484 were accepted for investigation. Cases not accepted for an EEO investigation either were referred to the appropriate division within their department for review or were found to be outside of EEO jurisdictional responsibility. All graphs and tables displayed represent data from 2024 unless otherwise specified. Additionally, internal and external case information will be reported separately unless stated otherwise.

Cases Received in 2024, Accepted for Investigation	
Internal Cases Remaining Open	722
Internal Closed Cases	510
External Cases Remaining Open	136
External Closed Cases	116
Total Cases Accepted for Investigation	1484

COMPLAINTS

Departments may receive different types of complaints such as an Internal Complaint, Anonymous Complaint, or Management Inquiry. Internal complaints are complaints that are submitted typically by the complainant directly to the department of the alleged harm. An external complaint is when a complainant submits their complaint to an external agency such as, the California Civil Rights Department (CRD), or Equal Employment Opportunity Commission (EEOC). Subsequently the department where the alleged harm occurred is contacted by the external agency and may be required to provide a response regarding the complaint received. Each case entered in the DCTS may contain one or more complaints, with each complaint potentially identifying a different protected category. For this reason, the total number of complaints may be greater than the total number of cases received. Additionally, a complainant may indicate the alleged harm to be connected to more than one protected category.

INTERNAL COMPLAINTS

Departments received 1,506 complaints with 1,232 accepted for investigation. As of December 31, 2024, 510 cases and 841 complaints were closed. In the following charts are the departments' reported outcomes for those complaints:

Complaint Outcomes	
Exceeded Statute of Limitations	5
Withdrawn	27
Unsubstantiated	602
Substantiated	207
Total Complaint Outcomes	841

SUBSTANTIATED INTERNAL COMPLAINTS

This chart provides a count of each protected category reported in the 207 substantiated internal complaints received and closed in 2024.

Protected Categories	
Age	7
Ancestry	3
Color	12
Disability	7
Family Care or Medical Leave	4
Gender Identity or Gender Expression	3
Genetic Information or Genetic Characteristic	1
Marital Status	2
Medical Condition	2
National Origin	6
Not Identified	6
Other	9
Pregnancy, Childbirth, Breastfeeding, Related Medical Conditions	2
Race	36
Religion	5
Sex/Gender	42
Sexual Harassment	53
Sexual Orientation	7
Total	207

COMPLAINT OUTCOMES

When a department completes an investigation and closes the case, each complaint within the case must be properly documented with an outcome. The possible outcomes are Unsubstantiated, Substantiated, Withdrawn, or Statute of Limitation Run. In California, a statute of limitation is the period of time a complainant has for seeking legal action when pursuing relief for work discrimination, harassment, denial of reasonable accommodation, or retaliation. For a federal discrimination charge to be timely, the claimant must have filed the charge with the EEOC within 180 calendar days of the date last harmed (extended to 300 days under certain circumstances) or with the CRD within three years of the date last harmed. Withdrawn complaints are less common, and if they occur, departments must clearly state the reason for withdrawing the complaint within the associated DCTS case file. A complaint may only be reported as withdrawn when:

- The complainant no longer wishes to pursue the complaint, and the department explains why it is not necessary to pursue the complaint as a Management Inquiry.
- The CRD or EEOC requests a response from the department and subsequently decides to no longer pursue the complaint.

POST INVESTIGATION

When an investigation's findings determine there has been a violation of the department's EEO policies, the complaint should then be classified as Substantiated and departments must take "prompt" and "effective" corrective action. Departments must also document the action taken within the case file in the DCTS by selecting one of the following action types: Corrective, Disciplinary, None, Other, Referral to Law Enforcement, or Referred for Action.

- **Corrective:** Actions taken to improve the employee's performance to an acceptable level or to prevent continued misconduct.
- **Disciplinary:** Legal actions taken in response to an employee's serious or continued failure to meet the rules of conduct as defined by GC 19572. Adverse action is defined in California State Government employment as dismissal, demotion, suspension, or other disciplinary action.
- **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.
- **Other:** May be used when none of the other actions apply to the action taken. Departments are instructed to add appropriate case file notes, which clearly indicate the reason for choosing Other.
- **Referral to Law Enforcement:** Result of potential criminal activity.
Referred for Action: Referred to another unit or division (Human Resources, Legal, etc.) for follow-up actions.

ACTIONS TAKEN BY ACTION TYPE

For substantiated complaints, a total of 46 actions were reported across 39 internal cases. Because a case may include more than one respondent and multiple complaints, more than one action may be associated with a single case. A total of 207 substantiated complaints were recorded in the DCTS. Of these 207 complaints, 46 actions were reported in 39 internal cases.

Action Type	
Corrective	24
Disciplinary	13
Other	6
None	3
Total Actions Taken	46

YEARS IN REVIEW, 2020-2023

INTERNAL SUBSTANTIATED COMPLAINTS

The following is a detailed count of each protected category from 1,317 substantiated internal complaints reported in the DCTS between January 1, 2020 through December 31, 2023.

Protected Category	
Age	55
Ancestry	25
Color	49
Disability	74
Family Care or Medical Leave	18
Gender Identity or Gender Expression	27
Marital Status	11
Medical Condition	26
Not Identified	67
Other	35
Military or Veteran Status	4
National Origin	63
Pregnancy, Childbirth, Breastfeeding, Related Medical Conditions	10
Race	215
Religion	32
Sex/Gender	174
Sexual Harassment	372
Sexual Orientation	60
Total Substantiated Internal Complaints	1,317

INTERNAL CASES REMAINING OPEN BY YEAR

From January 1, 2020, when CalHR first implemented the DCTS, through December 31, 2023, 267 internal cases that were accepted for investigation remain open as of December 31, 2024. Many factors may influence the timeliness of an investigation such as the ability to contact witnesses, securing any relevant evidence, and reviewing statements.

Cases Remaining Open by Year	
2023	205
2022	42
2021	19
2020	1
Total	267

CASES REMAINING OPEN BY YEAR

Department Name	2020	2021	2022	2023
AIR RESOURCES BOARD	0	0	0	2
ARTS COUNCIL, CALIFORNIA	0	2	0	0
CANNABIS CONTROL, DEPARTMENT OF	0	0	1	0
CORRECTIONS AND REHABILITATION, DEPARTMENT OF	0	0	1	19
DEVELOPMENTAL SERVICES, DEPARTMENT OF	0	0	0	0
EDUCATION, DEPARTMENT OF	0	11	15	7
EMPLOYMENT DEVELOPMENT DEPARTMENT	0	0	0	3
EXPOSITION AND STATE FAIR, CALIFORNIA	0	0	0	1
FOOD & AGRICULTURE 22ND DIST AGRIC ASSOC	0	0	0	4
FRANCHISE TAX BOARD	0	0	0	3
GENERAL SERVICES, DEPARTMENT OF	0	0	1	0
HIGHWAY PATROL, CALIFORNIA	1	2	0	1
HOUSING FINANCE AGENCY, CALIFORNIA	0	0	0	0
LOTTERY, CALIFORNIA STATE	0	2	1	4
PARKS AND RECREATION, DEPARTMENT OF	0	0	4	2
SOCIAL SERVICES, DEPARTMENT OF	0	0	0	100
STATE HOSPITALS, DEPARTMENT OF	0	1	19	44
TRANSPORTATION, DEPARTMENT OF	0	0	0	14
WATER RESOURCES, DEPARTMENT OF	0	1	0	1
TOTAL	1	19	42	205

JUDGEMENT AND SETTLEMENTS BY YEAR

Departments have reported the following Judgement and Settlement amounts with dates of resolution from 2020 through 2023, resulting from internal and external complaints.

Department	2020	2021	2022	2023
DIVISION OF LABOR STANDARDS ENFORCEMENT	\$45,000.00	\$0.00	\$0.00	\$0.00
FRANCHISE TAX BOARD	\$0.00	\$0.00	\$0.00	\$8,084.67
JUSTICE, DEPARTMENT OF	\$0.00	\$26,000.00	\$250,000.00	\$0.00
MOTOR VEHICLES, DEPARTMENT OF	\$0.00	\$115,000.00	\$0.00	\$0.00
PLANT HEALTH AND PEST PREVENTION SERVICES	\$0.00	\$220,000.00	\$0.00	\$0.00
REAL ESTATE, DEPARTMENT OF	\$0.00	\$210,000.00	\$0.00	\$0.00
Total	\$45,000.00	\$571,000.00	\$250,000.00	\$8,084.67

DEPARTMENT CASE AND COMPLAINT ACTIVITY

Department Name + Number of Employees	Total Cases	Open Cases	Closed Cases	Unsub. Complaints by Protected Category	Sub. Complaints by Protected Category	Action Taken, Substantiated Complaints
ADMINISTRATIVE LAW, OFFICE OF (24)	0	0	0	0	0	0
AFRICAN AMERICAN MUSEUM, CALIFORNIA (11)	0	0	0	0	0	0
AGING, CALIFORNIA COMMISSION ON (3)	0	0	0	0	0	0
AGING, DEPARTMENT OF (264)	1	1	0	0	0	0
AGRICULTURAL LABOR RELATIONS BOARD (53)	0	0	0	0	0	0
AIR RESOURCES BOARD (1878)	7	7	0	0	0	0
ALCOHOLIC BEVERAGE CONTROL, DEPARTMENT OF (495)	0	0	0	0	0	0
ALCOHOLIC BEVERAGE CONTROL APPEALS BOARD (4)	0	0	0	0	0	0
BUSINESS, CONSUMER SERVICES & HOUSING AGENCY (46)	0	0	0	0	0	0
CANNABIS CONTROL APPEALS PANEL (5)	0	0	0	0	0	0
ARTS COUNCIL, CALIFORNIA (32)	0	0	0	0	0	0
CANNABIS CONTROL, DEPARTMENT OF (565)	0	0	0	0	0	0
CHILDREN & FAMILIES COMMISSION (28)	0	0	0	0	0	0
CHILD SUPPORT SERVICES, DEPARTMENT OF (595)	3	0	3	Age: 1 Color: 1 Gender Identity, Expression: 1 Med. Cond: 1 Race: 2 Religion: 1	Sexual Harassment: 1	Disciplinary: 1

CIVIL RIGHTS DEPARTMENT (324)	2	0	2	Age: 1 Disability: 1 Not Identified: 2	0	0
COACHELLA VALLEY MOUNTAIN CONSERVANCY (3)	0	0	0	0	0	0
COASTAL COMMISSION, CALIFORNIA (189)	2	1	1	Color: 1	0	0
COASTAL CONSERVANCY, STATE (75)	0	0	0	0	0	0
COLORADO RIVER BOARD (7)	0	0	0	0	0	0
COMMISSION ON STATUS OF WOMEN AND GIRLS, CALIFORNIA (9)	1	0	1	0	0	0
COMMUNITY COLLEGES, CALIFORNIA (184)	0	0	0	0	0	0
COMMUNITY SERVICES AND DEVELOPMENT, DEPARTMENT OF (120)	1	0	1	0	Race: 1	0
COMPENSATION INSURANCE FUND, STATE (3,824)	16	5	11	Age: 1 Color: 1 Disability: 1 Gender Identity, Expression: 1 National Origin: 1 Race: 4 Not Identified: 2 Sex, Gender: 1	Sexual Harassment: 2	Disciplinary: 1
CONSERVATION, DEPARTMENT OF (704)	1		1	0	Sex, Gender: 1	Other: 1
CONSERVATION CORPS, CALIFORNIA (453)	6	1	5	Race: 2	Color: 1 Race: 1 Sexual Harassment: 2 Other: 1	Corrective: 3 Disciplinary: 2
CONSUMER AFFAIRS, DEPARTMENT OF (3,073)	13	7	6	Disability: 2 Med. Cond: 1 Not Identified: 1 Sex, Gender: 2	Sexual Harassment: 2	Disciplinary: 1

CONTROLLER, OFFICE OF THE CALIFORNIA STATE (1,463)	1	1	0	0	0	0
STATE AND COMMUNITY CORRECTIONS, BOARD OF (119)	0	0	0	0	0	0
CORRECTIONS AND REHABILITATION, DEPARTMENT OF (39,922)	325	118	207	Age: 20 Ancestry: 12 Color: 17 Disability: 19 Family Care, Med: 6 Gender Identity, Expression: 2 Genetic Info, Characteristic: 1 Marital Status: 9 Med. Cond: 11 Military Veteran: 1 National Origin: 11 Other: 14 Race: 34 Religion: 4 Not Identified: 39 Sex, Gender: 31 Sexual Harassment: 10	Age: 4 Ancestry: 1 Color: 5 Disability 3 Family Care, Medical: 4 Gender Identity, Expression: 1 Genetic Info. or Characteristic: 1 Marital Status: 1 Med. Cond: 2 National Origin: 2 Not Identified: 5 Pregnancy Related: 1 Race: 12 Religion: 3 Sex, Gender: 30 Sexual Harassment: 13 Sexual Orientation: 5 Other: 6	Corrective: 9 Other: 1
DATA AND INNOVATION, OFFICE OF (35)	1	0	1	Disability: 1 Not Identified: 1	0	0
DELTA PROTECTION COMMISSION (6)	0	0	0	0	0	0
DELTA STEWARDSHIP COUNCIL (61)	0	0	0	0	0	0
DEVELOPMENTAL DISABILITIES, STATE COUNCIL ON (71)	0	0	0	0	0	0
DEVELOPMENTAL SERVICES, DEPARTMENT OF (2,200)	4	3	1	Race: 1	0	0
EARTHQUAKE AUTHORITY, CALIFORNIA (68)	7		7	Gender Identity, Expression: 2 Pregnancy: 1 Not Identified: 1	Gender Identity, Expression: 1 Not Identified: 1 Race: 1 Sex, Gender: 2	0

EDUCATION, DEPARTMENT OF (1959)	5	5	0	0		0
EDUCATION AUDIT APPEALS PANEL (3)	0	0	0	0	0	0
EMERGENCY MEDICAL SERVICES AUTHORITY (749)	1	1	0	0	0	0
EMERGENCY SERVICES, GOVERNOR'S OFFICE OF (1,508)	14	9	5	Race: 1 Not Identified: 1 Sexual Harassment: 1	Sex, Gender: 2	0
EMPLOYMENT DEVELOPMENT DEPARTMENT (8056)	29	23	6	Disability: 3 Pregnancy Related: 1 Not Identified: 3	Sex, Gender: 1 Sexual Harassment: 2	0
EMPLOYMENT TRAINING PANEL (102)	0	0	0	0	0	0
ENERGY INFRASTRUCTURE SAFETY, OFFICE OF (168)	2	1	1	Sex, Gender: 1	0	0
ENERGY COMMISSION, CALIFORNIA (846)	4	2	2	0	Disability: 1 Pregnancy Related: 1	Corrective: 2
ENVIRONMENTAL HEALTH HAZARD ASSESSMENT, OFFICE OF (137)	0	0	0	0	0	0
EQUALIZATION, BOARD OF (150)	0	0	0	0	0	0
EXPOSITION AND STATE FAIR, CALIFORNIA (686)	1	0	1	Not Identified: 1	Race: 2	0
FAIR POLITICAL PRACTICES COMMISSION (99)	0	0	0	0	0	0
FINANCE, DEPARTMENT OF (400)	0	0	0	0	0	0
FINANCIAL INFORMATION	2	1	1	Disability: 1 Not Identified: 1	0	0

SYSTEM, CALIFORNIA (354)						
FINANCIAL PROTECTION AND INNOVATION, DEPARTMENT OF (786)	5	1	4	Disability: 2 Race: 2 Not Identified: 1 Sex, Gender: 1 Sexual Harassment: 1	0	0
FISH AND WILDLIFE, DEPARTMENT OF (3153)	23	16	7	Sexual Harassment: 2	Age: 1 Color: 1 Race: 3 Sexual Harassment: 1	0
FOOD & AGRICULTURE, DEPARTMENT OF (1,890)	25	17	8	Disability: 2 Race: 1 Not Identified: 2 Sexual Harassment: 1	Age: 2 Race: 1 Sex, Gender: 2 Sexual Harassment: 2	Disciplinary: 1
FOOD & AGRICULTURE 22ND DIST AGRIC ASSOC (90)	3	3	0	0	0	0
FOOD & AGRICULTURE 32ND DIST AGRIC ASSOC (107)	11	11	0	0	0	0
FORESTRY AND FIRE PROTECTION, DEPARTMENT OF (8685)	11	7	4	Disability: 1 Pregnancy Related: 1 Sex, Gender: 1	Sexual Harassment: 1	0
NATURAL RESOURCES AGENCY (87)	0	0	0	0	0	0
FRANCHISE TAX BOARD (6,307)	12	11	1	Sexual Harassment: 1	Other: 1	Disciplinary: 1 Other: 1
GOVERNMENT OPERATIONS AGENCY (19)	0	0	0	0	0	0
GAMBLING CONTROL COMMISSION, CALIFORNIA (32)	0	0	0	0	0	0
GENERAL SERVICES, DEPARTMENT OF (3646)	35	22	13	Age: 1 Disability: 3 Race: 2 Sexual Harassment: 1	Color: 1 Disability: 1 Race: 1 Religion: 1 Sex, Gender: 1 Sexual Harassment: 3	0
GOVERNOR'S OFFICE OF LAND USE AND	0	0	0	0	0	0

CLIMATE INNOVATION						
(Emp# + GO)						
GOVERNOR'S OFFICE OF SERVICE AND COMMUNITY ENGAGEMENT (86)	-	-	-	-	-	-
GOVERNOR'S OFFICE OF BUSINESS & ECONOMIC DEVELOPMENT (164)	0	0	0	0	0	0
HEALTH & HUMAN SERVICES AGENCY, CALIFORNIA (120)	1	0	1	Sex, Gender: 1	0	0
HEALTH BENEFIT EXCHANGE, CALIFORNIA (1334)	10	3	7	Age: 1 Disability: 1 National Origin: 1 Not Identified: 1 Sex, Gender: 1	National Origin: 2 Sexual Harassment: 1	Corrective: 4
HEALTH CARE ACCESS AND INFORMATION DEPARTMENT OF (591)	0	0	0	0	0	0
HEALTH CARE SERVICES, DEPARTMENT OF (4509)	19	10	9	Age: 1 Disability: 1 Medical Condition: 1 Race: 2 Not Identified: 1 Sex, Gender: 1 Sexual Harassment: 3	Sexual Harassment: 1	Other: 1
HIGH SPEED RAIL AUTHORITY (361)	4	1	3	Age: 1 Race: 2 Not Identified: 1 Sex, Gender: 1 Sexual Harassment: 1	0	0
HIGHWAY PATROL, CALIFORNIA (10,237)	7	4	3	Age: 1 Disability: 2 National Origin: 1 Race: 1 Not Identified: 4 Sex, Gender: 1 Sexual Harassment: 1	0	0
HORSE RACING BOARD, CALIFORNIA (41)	0	0	0	0	0	0
HOUSING AND COMMUNITY DEVELOPMENT,	4	0	4	Age: 1 Race: 2 Sex, Gender: 1	Sex, Gender: 1	Corrective: 1

DEPARTMENT OF (1,186)						
HOUSING FINANCE AGENCY, CALIFORNIA (180)	2	1	1	Other: 1 Sexual Harassment: 1	0	Disciplinary: 1
HUMAN RESOURCES, CALIFORNIA DEPARTMENT OF (397)	5	1	4	Family, Medical: 2 Not Identified: 3 Sex, Gender: 2	Other: 1	0
INDEPENDENT LIVING COUNCIL, STATE (2)	0	0	0	0	0	0
INDUSTRIAL RELATIONS, DEPARTMENT OF (2,894)	6	4	2	Ancestry: 1 Color: 1 Disability: 1 Race: 2 Sex, Gender: 2 Sexual Orientation: 1	0	0
INSPECTOR GENERAL, OFFICE OF THE (213)	0	0	0	0	0	0
INSURANCE, DEPARTMENT OF (1178)	3	1	2	Sex, Gender: 1	Race: 1	0
JUSTICE, DEPARTMENT OF (5166)	2	2	0	0	0	0
LABOR & WORKFORCE DEVELOPMENT AGENCY (3)	0	0	0	0	0	0
LANDS COMMISSION, STATE (200)	0	0	0	0	0	0
LAW REVISION COMMISSION, CALIFORNIA (7)	-	-	-	-	-	-
LEGISLATIVE COUNCIL BUREAU (554)	-	-	-	-	-	-
LIBRARY, CALIFORNIA STATE (160)	0	0	0	0	0	0
LITTLE HOOVER COMMISSION (7)	0	0	0	0	0	0
LOTTERY, CALIFORNIA STATE (948)	9	6	3	Disability: 1 Religion: 1 Not Identified: 2 Sexual Harassment: 1	0	0

MANAGED HEALTH CARE, DEPARTMENT OF (666)	2	2	0	0	0	0
BEHAVIORAL HEALTH SERVICES OVERSIGHT & ACCOUNTABILITY COMMISSION (52)	0	0	0	0	0	0
MILITARY DEPARTMENT (346)	2	2	0	0	0	0
MOTOR VEHICLES, DEPARTMENT OF (8,216)	81	20	61	Age: 6 Ancestry: 1 Color: 2 Disability: 19 Family, Medical: 1 Gender Identity, Expression: 4 Genetic Info: 2 Marital Status: 3 Med Cond: 6 National Origin: 5 Race: 17 Religion: 2 Not Identified: 13 Sex, Gender: 4 Sexual Harassment: 2 Sexual Orientation: 2	Ancestry: 1 Color: 1 Disability: 2 Marital Status: 1 National Origin: 2 Race: 4 Sex/Gender: 1 Sexual Harassment: 4 Sexual Orientation: 1	Corrective: 1 Other: 1
NATIVE AMERICAN HERITAGE COMMISSION (2)	0	0	0	0	0	0
PARKS AND RECREATION, DEPARTMENT OF (6852)	15	15	0	0	0	0
PEACE OFFICERS STANDARDS & TRAINING, COMM. ON (205)	0	0	0	0	0	0
PERSONNEL BOARD, STATE (61)	0	0	0	0	0	0
PESTICIDE REGULATION, DEPARTMENT OF (444)	1	0	1	Disability: 1	0	0
PRISON INDUSTRY AUTHORITY, CALIFORNIA (1,155)	7	5	2	0	Sexual Harassment: 2	0
PRIVACY PROTECTION AGENCY, CALIFORNIA (1)	0	0	0	0	0	0

PUBLIC DEFENDER, OFFICE OF THE STATE (91)	0	0	0	0	0	0
PUBLIC EMPLOYEES' RETIREMENT SYSTEM (2,459)	1	1	0	0	0	0
PUBLIC EMPLOYMENT RELATIONS BOARD (63)	0	0	0	0	0	0
PUBLIC HEALTH, CALIFORNIA DEPARTMENT OF (4,718)	11	4	7	Age: 1 Disability: 1 Gender Identity, Expression: 1 National Origin: 1 Race: 1 Religion: 1 Not Identified: 1	Race: 1 Sexual Harassment: 2	Corrective: 2 None: 1
PUBLIC UTILITIES COMMISSION (1,490)	14	1	13	Age: 4 Ancestry: 2 Color: 3 Disability: 1 Family, Medical: 1 Gender Identity, Expression: 1 Marital Status: 1 Med Cond: 1 National Origin: 1 Other: 2 Pregnancy Related: 1 Race: 7 Religion: 1 Not Identified: 6 Sex, Gender: 3 Sexual Harassment: 1	0	0
REAL ESTATE, DEPARTMENT OF (322)	3		3	Disability: 1 Not Identified: 1	Sexual Harassment: 1	1: Disciplinary
REHABILITATION, DEPARTMENT OF (1,911)	25	21	4	Age: 1 Color: 1 Disability: 2 Family, Medical: 1 Race: 1: Not Identified: 3	0	0
RESOURCES RECYCLING AND RECOVERY, DEPARTMENT OF (839)	4	2	2	Not Identified: 1	Race: 1 Sexual Harassment: 1	1: Corrective

SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY (14)	0	0	0	0	0	0
SAN DIEGO RIVER CONSERVANCY (2)	0	0	0	0	0	0
SAN FRANCISCO BAY CONSERVATION & DEVELOPMENT COMMISSION (54)	0	0	0	0	0	0
SAN GABRIEL LOWER LOS ANGELES RIVERS AND MOUNTAIN CONSERVANCY (12)	0	0	0	0	0	0
SANTA MONICA MOUNTAINS CONSERVANCY (6)	0	0	0	0	0	0
SECRETARY OF STATE, OFFICE OF (622)	0	0	0	0	0	0
SIERRA NEVADA CONSERVANCY (42)	0	0	0	0	0	0
SOCIAL SERVICES, DEPARTMENT OF (5,625)	85	85	0	0	0	0
STATE HOSPITALS, DEPARTMENT OF (11,145)	107	83	24	Age: 4 Color: 1 Disability: 1 National Origin: 2 Other: 3 Race: 5 Not Identified: 5 Sex, Gender: 5 Sexual Harassment: 3	Color: 3 Race: 3 Sexual Harassment: 2	Disciplinary: 1
STATE MANDATES, COMMISSION ON (13)	0	0	0	0	0	0
STUDENT AID COMMISSION (134)	1	1	0	0	0	0
TAHOE CONSERVANCY, CALIFORNIA (48)	0	0	0	0	0	0

TAX AND FEE ADMINISTRATION, CALIFORNIA DEPARTMENT OF (3,623)	5	2	3	Pregnancy Related: 1 Sexual Harassment: 1	Sexual Harassment: 1	Other: 1
CRADLE TO CAREER (1)	0	0	0	0	0	0
TAX APPEALS, OFFICE OF (102)	2	0	2	Disability: 1 Other: 1 Not Identified: 1	0	0
TEACHER CREDENTIALING, COMMISSION ON (170)	0	0	0	0	0	0
TEACHERS RETIREMENT SYSTEM, STATE (1,410)	5	1	4	Disability: 1	Religion: 1 Sex/Gender: 1 Sexual Harassment: 2	Corrective: 1 Disciplinary: 1
TECHNOLOGY, DEPARTMENT OF (941)	-	-	-	-	-	-
TECHNOLOGY SOLUTIONS INTEGRATION, OFFICE OF (365)	4	3	1	Sexual Harassment: 1	0	0
TOXIC SUBSTANCES CONTROL (1,239)	0	0	0	0	0	0
TRAFFIC SAFETY, OFFICE OF (Emp# + CalSTA)	0	0	0	0	0	0
TRANSPORTATION, DEPARTMENT OF (22,686)	146	140	6	Race: 1 Religion: 1	Ancestry: 1 Race: 1 Sexual Harassment: 3 Sexual Orientation: 1	Disciplinary: 2 None: 2
TRANSPORTATION AGENCY, CALIFORNIA (54)	0	0	0	0	0	0
TRANSPORTATION COMMISSION, CALIFORNIA (40)	2	2	0	0	0	0
TREASURER, OFFICE OF THE STATE (204)	2	2	0	0	0	0

UNEMPLOYMENT INSURANCE APPEALS BOARD, CALIFORNIA (342)	2	1	1	0	0	0
VETERANS AFFAIRS, DEPARTMENT OF (2,820)	39	9	30	Age: 5 Disability: 2 Military, Veteran: 1 National Origin: 2 Other: 2 Race: 5 Religion: 1 Not Identified: 5 Sex, Gender: 4 Sexual Harassment: 5 Sexual Orientation: 1	Gender Identity or Gender Expression: 1 Race: 1 Sexual Harassment: 4	0
VICTIM COMPENSATION AND GOVERNMENT CLAIMS BOARD (250)	2	0	2	Age: 1 Sex, Gender: 1	0	0
WATER RESOURCES, DEPARTMENT OF (3,551)	10	7	3	Color: 1	Race: 2	0
WATER RESOURCES CONTROL BOARD (2490)	8	6	2	Not Identified: 1 Sexual Harassment: 1	0	0
WORKFORCE DEVELOPMENT BOARD, CALIFORNIA (94)	0	0	0	0	0	0
Total	215,209	1232	722	510		

A dash “-” indicates that the department did not submit Quarterly Reporting for the 2024 calendar year.