Statute on Employment Law

Jurisdiction: State of California

Statute Number: CA-EL-2024-789

Date Enacted: 02/01/2024

# California Employee Rights Protection Act

## Section 1: Purpose

The purpose of this statute is to protect the rights of employees in the State of California by ensuring fair labor practices and preventing workplace discrimination and harassment.

## Section 2: Definitions

For the purposes of this statute, the following definitions apply:

(a) "Employee" means any person employed by an employer.

(b) "Employer" means any person, company, or organization employing one or more employees.

(c) "Discrimination" means any unfair treatment based on race, gender, age, religion, disability, or other protected characteristic.

(d) "Harassment" means any unwelcome conduct based on a protected characteristic that creates a hostile work environment.

## Section 3: Prohibited Practices

It is unlawful for any employer to engage in the following practices:

(a) Discriminating against an employee in terms of hiring, promotion, compensation, or other employment conditions.

(b) Harassing an employee in a manner that creates a hostile work environment.

(c) Retaliating against an employee for filing a complaint or participating in an investigation of discrimination or harassment.

## Section 4: Enforcement and Penalties

The California Department of Fair Employment and Housing (DFEH) is responsible for enforcing this statute. Employers found in violation of this statute may be subject to fines, penalties, and other remedial actions as deemed appropriate by the DFEH.

## Section 5: Effective Date

This statute shall take effect on July 1, 2024.

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Governor of California

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Secretary of State of California