

# GRAND ADVENTURE

**2024 CACM  
SOUTHERN CALIFORNIA  
LAW SEMINAR & EXPO**



# Steering Clear of Fair Housing Trouble

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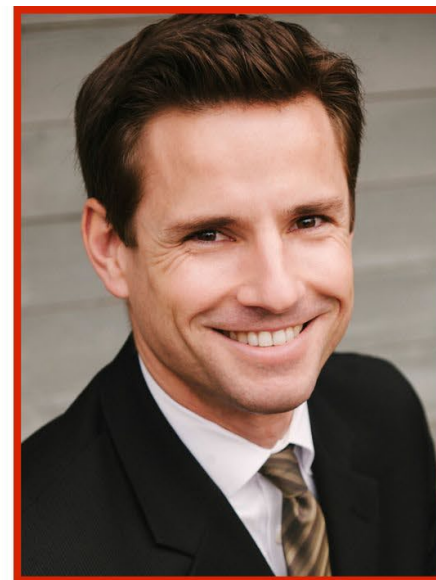
# PANELISTS



Shanne Ho, CCAM-HR.ND  
ProActive Professional  
Management



James McCormick, Esq.  
Delphi Law Group, LLP



John D. Hansen, Esq.  
Baydaline & Jacobsen, LLP

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# Session Outcomes & Takeaways

At the conclusion of this session, attendees will:

- Identify what is considered a protected class
- Learn what is expected to respond to a claim
- Learn the facts vs the complaint and the ultimate outcome
- Know the various resources to consider as resolutions



# Name Change DFEH

- In July 2022, the DFEH (Department of Fair Employment and Housing) changed to the Civil Rights Department to more accurately reflect their broadening duties of enforcement of laws:
  - Prohibiting hate violence
  - Human trafficking
  - Discrimination in business establishments
  - Discrimination in government-funded programs and activities



# California Civil Rights Department (CRD)

- Enforces California's civil rights laws:
  - Employment
  - Housing
  - Business and trade
  - State-funded programs and activities
  - Professional relationships
  - Hate violence
  - Human trafficking

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# Characteristics

What characteristics are included:

- Race
- Color
- Religion
- Sex (including gender identity and sexual orientation)
- Disability
- Familial status
- National origin



# Filing Complaints

- Public can file a complaint directly with CRD
- CRD investigates thousands of complaints annually
- Complaints are resolved through investigation, mediation, settlement or lawsuits





# Complaint #1: The Forest of Ficus

- What was the complaint
- Background information
- Who were the parties named/involved
- What are the facts
- Attorney response and preparation challenges
- Manager response/preparation
- What was the outcome



## Complaint #2: Are You Looking at Me?

- What was the complaint
- Background information
- Who were the parties named/involved
- What are the facts
- Attorney response and preparation challenges
- Manager response/preparation
- What was the outcome



## Complaint #3: Lights and Sounds Sensitivity

- What was the complaint
- Background information
- Who were the parties named/involved
- What are the facts
- Attorney response and preparation challenges
- Manager response/preparation
- What was the outcome



## Complaint #4: Flying Flags

- What was the complaint
- Background information
- Who were the parties named/involved
- What are the facts
- Attorney response and preparation challenges
- Manager response/preparation
- What was the outcome



## Complaint #5: Animals, Animals, Animals..

- What was the complaint
- Background information
- Who were the parties named/involved
- What are the facts
- Attorney response and preparation challenges
- Manager response/preparation
- What was the outcome



## Complaint #6: When You Can't See In Front of You

- What was the complaint
- Background information
- Who were the parties named/involved
- What are the facts
- Attorney response and preparation challenges
- Manager response/preparation
- What was the outcome



# Resources

- Establish policies and procedures
- Review rules and regulations
- Board Member training
- Response time/deadline



Q & A

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Shanne Ho, CCAM-HR.ND  
[shanne@proactivepm.pro](mailto:shanne@proactivepm.pro)



James McCormick, Esq.  
[jmccormick@delphillp.com](mailto:jmccormick@delphillp.com)



John D. Hansen, Esq.  
[jhansen@bayjaclaw.com](mailto:jhansen@bayjaclaw.com)

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