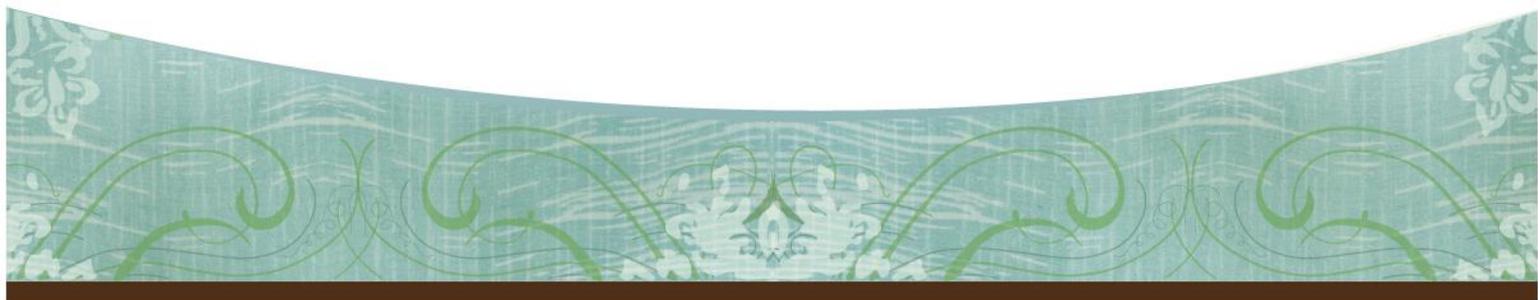


San Bernardino County
Equal Employment Opportunity Plan
USDOJ, Office of Justice Programs
EEOP Short Form
2011





COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

Purpose of the Equal Employment Opportunity Plan

The Equal Employment Opportunity (EEO) Plan Short Form is a report of the County's workforce by gender and race or ethnicity, which is required by the Department of Justice (DOJ) as a condition to receive grant funding. The DOJ's purpose of this Plan is to ensure full participation of women and minorities in the County's employment opportunities. The DOJ's on-line automated survey compares the County's workforce to the community labor market in San Bernardino County and computes a statistical Utilization Analysis to determine underutilization (or underrepresentation) in the workforce. A chart the Underutilization Analysis provides a visual representation of the areas that need to be addressed. The County established objectives to address the areas of underrepresentation in the workforce, as well as, steps to take to meet its objectives. Finally, the County is required to make this Plan available to all personnel within the County and the public. This Plan is viewable on the County's Intra/Internet Human Resources Websites.

This EEO Plan follows the DOJ's format, which includes the following:

- Utilization Analysis of the County's Workforce
- Objectives to Address Underutilization in the County's Workforce
- Steps to Achieve the County's EEOP Objectives
- Dissemination of the County of San Bernardino EEOP
- Chart of the Utilization Analysis of the County's Workforce
- Chart of the Underutilization (underrepresentation) of the County's Workforce
- County of San Bernardino Non-Discrimination/Harassment Policy

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

Utilization Analysis of the County's Workforce

The Utilization Analysis is a statistical comparison of the County's workforce by gender and race or ethnicity to the available community labor in the County of San Bernardino. The DOJ's on-line automated survey computes the statistical analysis and determines areas of significant underutilization (or under representation) in the County's workforce in the following job categories: Officials/Administrators, Professionals, Technicians, Sworn Protective Services, Non-Sworn Protective Services, Administrative Support, Skilled Craft, and Service Maintenance. Per the DOJ guidelines, the composition of the County's workforce includes employees in regular and contract positions. Elected Officials, Public Service Employees, and other Extra-Help employees are excluded from the data analysis. Below is the narrative of the County's underrepresented groups:

Hispanic or Latino Males are underrepresented in the following job categories:

Officials/Administrators (-7%), Professionals (-2%), Technicians (-4%), Protective Services: Sworn (-2%), Administrative Support (-7%), Skilled Craft (-13%), and Service Maintenance (-11%).

Hispanic or Latina Females are underrepresented in the following job categories:

Officials/Administrators (-5%) and Protective Services: Non-Sworn (-2%).

White Females are underrepresented in the following job category:

Professional (-6%).

Black or African American Males are underrepresented in the following job categories:

Professionals (-1%), Technicians (-1%), Protective Services: Sworn (-4%), Protective Services: Non-Sworn (-5%), Administrative Support (-2%), and Skilled Craft (-2%).

Asian Males are underrepresented in the following job categories:

Professionals (-1%), Technicians (-2%), and Administrative Support (-1%).

Asian Females are underrepresented in the following job category:

Technicians (-1%).

American Indian or Alaska Natives Females are underrepresented in following job category:

Protective Services: Non-Sworn (-3%).

Two or more races Males are underrepresented in the following job category:

Protective Services: Non-Sworn (4%).



COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

Objectives to Address Underutilization

County (global) Objectives have been established to address the underutilization identified (see Underutilization Analysis Chart) and are summarized below. Simply stated, the objectives include outreach recruitment of underrepresented groups and equal employment opportunity to promote and advance within the County of San Bernardino. At the Department level, these objectives should be more specifically defined and set based on the department's unique workforce utilization analysis and identified areas of underrepresentation.

Countywide, these groups are underrepresented:

- **Hispanic Males** in all categories.
- **Hispanic and White Females** in the Officials/Administrators and Professionals categories.
- **Black Males** in the Professionals, Technicians, Protective Services: Sworn, Protective Services: Non-Sworn, Administrative Services, and Skilled Craft categories.
- **Asian Males** in the Professional, Technicians, and Administrative categories.
- **Asian Females** in the Technicians category.
- **Two or More Races Males** in the Technicians, Protective Services: Sworn and Administrative Support categories.

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

Steps to Achieve Objectives

The County formulates steps to meet the objectives set forth in this plan. To meet current objectives, the County will take the following affirmative steps:

- The Human Resources (HR) Department will review recruitment, selection, promotion and other career development efforts and processes to assist in identifying areas that may be disproportionately eliminating protected groups.
- The San Bernardino County Equal Opportunity Commission (EOC) will continue to review and make recommendations to departments regarding their underutilization of minorities and EEO activities, and work with departments to develop EEO strategies to address areas of concern.
- The HR Department will work with county departments to establish relationships, and a recruiting pool of potential applicants, with local and outlying colleges, universities and vocational training institutions.
- The County will ensure that all applicable non-discrimination and fair employment practices, laws, and regulations language is included in all contracts with vendors, service providers, and others as a condition of doing business with the County of San Bernardino.
- The County will offer programs to assist and prepare County employees in their career development efforts, including training courses offered by the County, such as:
 - Fundamentals of Management/Fundamentals of Supervision
 - Management Leadership Academy
 - Cultural Awareness
 - Sensitivity Training
 - Other various training opportunities are available to employees through the County's Performance, Education, and Resource Center; and other organizations and educational institutions.
 - The County will provide training to employees on the prevention of harassment and discrimination.
 - Additional customized training is available upon request by departments.



COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

EEO Plan Dissemination

The County will disseminate the EEO Plan to all personnel within the County and the public. The following internal and external efforts will be made to publish the Plan:

Internally the County's Human Resources EEO Office will:

- Post the EEOP Short Form on the County's HR Intranet website.
- Distribute a copy of the EEOP Short Form to all County administrators, department directors, and elected officials.
- Send an e-mail and hard copy memoranda to every employee stating that a copy of the EEOP Short Form is available on the HR Intranet and upon request for review at the EEO Office.
- Provide a copy of the Non-Discrimination/Harassment Policy at the County's "New Employee Orientation".

Externally the County's Human Resources EEO Office will:

- Post the EEOP Short Form on the County's HR Internet website.
- Make available, upon request, the EEOP Short Form for review.
- Ensure the County's Non-Discrimination/Harassment Policy and Complaint Resolution Procedures are available to the public upon request.
- Ensure job announcements/postings and the County job application continues to include the statement, "The County of San Bernardino is an Equal Employment Opportunity and ADA Compliant Employer."

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

Utilization Analysis Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African Amer	Amer Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islndr	Two or more races	White	Hispanic or Latino	Black or African Amer	Amer Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islndr	Two or more races
Officials/Administrators														
Workforce #/%	98/43%	12/5%	8/3%	1/0%	5/2%	0/0%	3/1%	64/28%	11/5%	17/7%	0/0%	7/3%	0/0%	4/2%
CLS #/%	33,375/39%	10,880/13%	2,460/3%	290/0%	%	100/0%	900/1%	20,440/24%	7,985/9%	2,925/3%	205/0%	2,210/3%	50/0%	405/0%
Utilization #/%	4%	-7%	1%	0%	-2%	0%	0%	4%	-5%	4%	0%	0%	0%	1%
Professionals														
Workforce #/%	963/15%	394/6%	183/3%	13/0%	244/4%	9/0%	41/1%	1889/29%	1592/24%	669/10%	48/1%	418/6%	26/0%	122/2%
CLS #/%	28,000/28%	7,670/8%	3,450/3%	270/0%	%	75/0%	770/1%	34,845/34%	10,260/10%	5,130/5%	395/0%	5,235/5%	130/0%	745/1%
Utilization #/%	-13%	-2%	-100%	0%	-1%	0%	0%	-6%	14%	5%	0%	1%	0%	1%
Technicians														
Workforce #/%	314/17%	152/8%	65/3%	6/0%	67/4%	0/0%	9/0%	544/29%	410/22%	199/11%	8/0%	74/4%	4/0%	29/2%
CLS #/%	3,280/22%	1,890/13%	725/5%	75/0%	820/5%	15/0%	140/1%	4,140/27%	1,800/12%	1,130/8%	70/0%	750/5%	15/0%	210/1%
Utilization #/%	-5%	-4%	-1%	0%	-2%	0%	0%	1%	10%	3%	0%	-1%	0%	0%
Protective Services: Sworn														
Workforce #/%	1202/41%	480/16%	171/6%	18/1%	46/2%	1/0%	18/1%	426/15%	304/10%	194/7%	10/0%	26/1%	2/0%	14/0%
CLS #/%	8,690/48%	3,450/19%	%	130/1%	340/2%	35/0%	225/1%	1,540/8%	910/5%	915/5%	20/0%	35/0%	25/0%	60/0%
Utilization #/%	-6%	-2%	-4%	0%	0%	0%	-1%	6%	5%	2%	0%	1%	0%	0%
Protective Services: Non Sworn														
Workforce #/%	8/19%	6/14%	1/2%	0/0%	0/0%	0/0%	0/0%	20/48%	4/10%	2/5%	0/0%	0/0%	0/0%	1/2%
CLS #/%	150/25	44/7%	45/8	0/0	0/0%	0/0%	25/4%	220/37%	65/11%	25/4%	15/3%	0/0%	0/0%	0/0%
Utilization #/%	-6%	7%	-5%	0%	0%	0%	-4%	10%	-2%	1%	-3%	0%	0%	2%
Administrative Support														
Workforce #/%	116/3%	118/3%	28/1%	8/0%	20/1%	1/0%	6/0%	1283/37%	1314/38%	372/11%	27/1%	85/2%	5/0%	76/2%
CLS #/%	28,045/15	19,255/11	49/25	255/0%	%	0/0%	1,225/1%	64,215/35%	40,535/22	11,745/6	845/0%	5,305/3%	315/0%	1795/1%
Utilization #/%	-12%	-7%	-2%	0%	-1%	0%	0%	2%	16%	4%	0%	0%	0%	1%
Skilled Craft														
Workforce #/%	280/51%	120/22%	12/2%	6/1%	11/2%	0/0%	3/1%	41/7%	34/6%	25/5%	1/0%	18/3%	0/0%	1/0%
CLS #/%	42,135/51%	28,645/35%	3,275/4%	600/1%	%	290/0%	1,075/1%	1,915/2%	1,705/2%	385/0%	35/0%	285/0%	25/0%	30/0%
Utilization #/%	-1%	-13%	-2%	0%	0%	0%	-1%	5%	4%	4%	0%	3%	0%	0%
Service Maintenance														
Workforce #/%	134/23%	122/21%	55/9%	4/1%	8/1%	1/0%	2/0%	78/13%	118/20%	50/9%	0/0%	7/1%	0/0%	4/1%
CLS #/%	45,940/21%	69,515/32%	%	780/0%	%	320/0%	1,660/1%	31,490/15%	3,8970/18%	7,815/4%	510/0%	3,495/2%	185/0%	1,200/1%
Utilization #/%	2%	-11%	5%	0%	0%	0%	0%	-1%	2%	5%	0%	0%	0%	0%

Note: The data on this page is auto generated from DOJ software. The utilization percentages are automatically rounded to the nearest whole number.

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

Underutilization Analysis Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African Amer.	Amer. Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islndr	Two or more races	White	Hispanic or Latino	Black or African Amer.	Amer. Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islndr	Two or more races
Officials/Administrators		X							X					
Professionals	X	X	X		X			X						
Technicians	X	X	X		X		X					X		
Protective Services: Sworn	X	X	X				X							
Protective Services: Non Sworn	X		X				X		X		X			
Administrative Support	X	X	X		X		X							
Skilled Craft		X	X											
Service Maintenance		X												



COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

County's Non-Discrimination/Harassment Policy

The County of San Bernardino is committed to the implementation of equal employment and equal access to opportunity. Its purpose is to maintain and build a healthy, proactive, and highly skilled workforce, which reflects the diversity and talent in the community. The County believes that diversity in the workforce provides valuable skills and perspectives essential to serving the needs of a culturally diverse community. This includes ensuring a non-discriminatory workplace where individuals are valued for their differences as well as their similarities.

The County is committed to provide equal employment opportunity to all employees and applicants for employment on the basis of merit, efficiency, and fitness, and to prohibit discrimination in every phase of personnel policy and practice in employment, development, advancement, or treatment of its employees.

The County shall not discriminate against or tolerate the harassment of employees or applicants for employment on the basis of age, ancestry, color, marital status, medical condition, genetic information, national origin, physical or mental disability, race, religion, gender or sexual orientation, or any other basis protected by law.

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

County's Non-Discrimination/Harassment Policy

NON-DISCRIMINATION POLICY

It is the Policy of the Board of Supervisors that the County of San Bernardino shall not discriminate against or tolerate the harassment of employees or applicants for employment on the basis of actual or perceived age, ancestry, color, race, sex, religion, national origin, marital status, physical or mental disability, medical condition, or sexual orientation or any other basis protected by law. All County employees or applicants for employment are to be treated with respect and dignity. In addition, the County shall not discriminate on the basis of disability in admission or access to, or in operations of, its programs, services or activities. It is the responsibility of all County employees to adhere to and implement this Policy. The County has zero tolerance for any conduct that violates this Policy. Conduct need not arise to the level of a violation of the law in order to violate this Policy. Instead, failure to follow the Policy provides grounds for disciplinary action up to and including termination of employment or vendor contracts.

Persons who believe they have experienced any form of discrimination or harassment are encouraged to report this immediately, using the Complaint Resolution Procedure provided in the Section entitled INDIVIDUAL RIGHTS AND RESPONSIBILITIES AND COMPLAINT PROCEDURE.

ANTI-RETALIATION

It is the Policy of the Board-of Supervisors to prohibit the taking of any adverse employment action against those who report, oppose, or participate (as witnesses or accused) in investigations into complaints of alleged violations of this Policy or State or Federal law in retaliation for that reporting, opposition, or participation. Disciplinary action, up to and including termination, will be taken against any employee who is found to have violated this Anti-Retaliation provision. Any contractor who violates this provision will be subject to appropriate sanctions.

SEXUAL HARASSMENT POLICY

It is the policy of the County of San Bernardino to provide a work environment free from unwelcome sexual overtures, advances or coercion. Employees are expected to adhere to a standard of conduct that is respectful to all persons within the work place. The County will not tolerate any form of sexual harassment, nor will it tolerate any act of retaliation against any person filing a complaint of sexual harassment. In addition, favoritism that arises from consensual romantic or sexual relationships between employees may be construed as harassment. This Policy applies to regular status, probationary or contract employees; applicants for County employment; elected officials, department heads, exempt employees and vendors' actions towards County employees.

DEFINITIONS

Discrimination is any practice, process or action in the work place which works against equality of opportunity and against the ability of each person to be employed and to advance on the basis of merit, due to age, ancestry, color, race, sex, religion, national origin, marital status, physical or mental disability, medical condition, or sexual orientation or other status protected by law unless such practice, process or action is necessary for employment purposes.

Harassment may be verbal, physical, visual, or sexual. It may be made in general or directed to an individual, or a group of people. Harassment may occur regardless of whether the behavior was intended to harass. Harassers may be supervisors, managers, co-workers, contractors or members of the public. General forms of harassment on the basis of age, ancestry, color, race, sex, religion, national origin, marital status, physical or mental disability, medical condition, or sexual orientation or other status protected by law include, but are not limited to, the following examples:

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

County's Non-Discrimination/Harassment Policy

Verbal - repeated, unsolicited derogatory comments, epithets or slurs; or continued requests for social or sexual contact after being advised such contact is unwelcome.

Physical - assault, impeding or blocking movement, unwelcome touching, leering, or any physical interference with normal work or movement when directed at an individual.

Visual - derogatory, prejudicial, stereotypical, or otherwise offensive email messages, web pages, screen savers and other computer images; posters, photographs, cartoons, notes, notices, bulletins, or drawings; staring or leering.

Sexual - advances which condition an employment benefit in exchange for sexual favors, or which may be perceived as such.

Retaliation – includes, but is not limited to discipline; transfer; denial of promotional opportunity, training or assignment; as a result of filing a complaint or participating in an investigate.

Sexual Harassment is defined as unsolicited or unwelcome sexual advances, requests for sexual favors, and/or other verbal, physical or visual conduct of a sexual nature when:

1. submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment;
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

SEXUAL HARASSMENT POLICY AMPLIFICATION

Sexual harassment is a violation of federal and state law. Sexual harassment can cause physical, emotional and economic problems for its victims. In addition to the anxiety these demands may cause, there may be an underlying message that noncompliance will lead to reprisals. These reprisals can include escalation of the harassment, poor work assignments, sabotaging work, unsatisfactory evaluations, threatened demotions, transfers, poor job references, slander, gossip, blackmail, and other forms of retribution.

Sexual harassment undermines the integrity of the employment relationship. Sexual harassment can result in economic loss to the County of San Bernardino and its employees, excessive absenteeism and turnover, loss of morale, polarization of staff, a decrease in management credibility, and a decrease in productivity. . It is critical that appointed and elected department heads ensure compliance with this policy. Failure to ensure compliance will be deemed just cause for action against the appointing authority.

EXAMPLES OF SEXUAL HARASSMENT

For the purpose of clarification, sexual harassment may include, but is not limited to:

1. Making unsolicited written, verbal, physical and/or visual contact with sexual overtones. Written examples: suggestive or obscene letters, notes or invitations. Verbal examples: comments on physical attributes, derogatory comments, slurs, jokes and epithets. Physical examples: assault, touching, following, impeding or blocking movements. Visual examples: leering, gestures, display of sexually suggestive objects, pictures, cartoons or posters.
2. Continuing to express sexual interest after being informed that such interest is unwelcome. (Reciprocal attraction is not considered sexual harassment.)
3. Making reprisals, threats of reprisal, or implied threats of reprisal following a negative response. For example, either implying or actually withholding support for an appointment, promotion, or change of assignment; suggesting a poor work performance evaluation will be prepared, or suggesting a demotion or probationary period will be extended or failed.
4. Engaging in implicit or explicit coercive sexual behavior, which is used to control, influence, or affect the career, salary, and/or work environment of another employee.
5. Offering favors of employment benefits such as, promotions, favorable work performance evaluations, favorable assigned duties or shifts, recommendations, reclassifications, etc., in exchange for sexual favors.

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

County's Non-Discrimination/Harassment Policy

COUNTY RESPONSIBILITIES

The County recognizes its obligation to take prompt and appropriate action if an incident of discrimination or harassment occurs and to avoid or minimize the impact of any incident of discrimination or harassment. The County will pursue all reasonable preventive measures to ensure the work place; programs and services are free of discrimination or harassment. Pursuant to these obligations, the County shall do the following:

1. Investigate any complaint of discrimination, harassment or retaliation. The investigation of complaints will be prompt, thorough, objective and complete. The investigation will be conducted in a confidential manner as is compatible with a thorough investigation of the complaint and consistent with the rights of employees under the Personnel Rules and relevant laws.
2. Fully inform complainant of his/her rights and any obligation to secure those rights.
3. If a complaint of discrimination, harassment or retaliation is made, the accused will be informed of the allegations and given an opportunity to respond. If discrimination, harassment or retaliation is proven by the impartial investigation, prompt and appropriate remedial action will be taken. An employee found to have violated this policy will be subject to disciplinary action, up to and including termination. In addition, appropriate steps will be taken to prevent any further discrimination, harassment or retaliation. Action will be taken to remedy the complainant's loss, if any.
4. The County will disseminate this policy to all employees (i.e., regular, probationary, extra help, recurrent, and contract) and will include this policy in orientation packages for new employees. This policy applies to all elected officials, appointed department heads and exempt employees.

INDIVIDUAL RIGHTS AND RESPONSIBILITIES AND COMPLAINT PROCEDURE

The County does not intend to regulate or control any relationship or social interaction of individuals, which is freely entered into by all parties. However, the cooperation of individuals is necessary to insure a professional and healthy working environment where discrimination and harassment are not tolerated.

An individual should make it clear that he/she is not interested in, or flattered by, uninvited sexual advances.

An individual should make it clear that he/she is offended by actions or speech in violation of this policy.

If appropriate, and the individual feels comfortable in doing so, he/she should inform the offending party what specific conduct or behavior is offensive and unwelcome and request that any such harassing or discriminatory action/speech be stopped immediately.

If the individual does not believe it is appropriate to speak directly to the offending party, or does not feel comfortable doing so, the individual should promptly notify his/her immediate supervisor of the offending conduct, or the supervisor of the offending party.

If the individual is not comfortable in reporting the matter to his/her supervisor, or if the supervisor is the offending party, the individual should report the discrimination, harassment, or retaliation to a representative from the County's Equal Employment Opportunity (EEO) Office or to a Human Resources Officer, refer to Addendum 1 for contact information.

If an individual feels a complaint is not adequately resolved, he/she has the right to file a formal complaint of discrimination, harassment, or retaliation with the County's EEO Office. Any individual who believes he/she has been discriminated, harassed, or retaliated against has the right to file a complaint with the County's EEO Office. In the event the investigative findings of the EEO Office are not satisfactory to the complainant, the complainant may appeal the findings to the Human Resources Director.

The processing of complaints is accomplished according to the Complaint Resolution Procedure provided to new employees at orientation and included in the County's EEO Plan established by the Human Resources Department. Copies of the Complaint Resolution Procedure are available from the County's EEO Office.

Individuals who believe they have been discriminated, harassed, or retaliated against may also file a complaint of discrimination and seek legal remedies, including reinstatement and back pay, through state and federal agencies, refer to **Addendum 1** for specific contact information.

COUNTY OF SAN BERNARDINO EQUAL EMPLOYMENT OPPORTUNITY PLAN 2011 SHORT FORM SUMMARY

County's Non-Discrimination/Harassment Policy

Non-Discrimination/Harassment Policy (06-01)

Addendum 1

Contact Information for Processing Complaints:

County of San Bernardino Equal Employment Opportunity Office	157 W. Fifth Street San Bernardino, CA 92415-0440	Telephone TDD	(909) 387-5584 (909) 387-6091	www.sbcounty.gov/hr/
County of San Bernardino Employee Relations Division (Human Resources Officers)	157 W. Fifth Street San Bernardino, CA 92415-0440	Telephone TDD	(909) 387-5564 (909) 387-6091	www.sbcounty.gov/hr/
California Department of Fair Employment and Housing (DFEH)	<p>Los Angeles District Office 611 West Sixth Street, Suite 1500 Los Angeles, CA 90017</p> <p>Santa Ana District Office 2101 East 4th Street, Suite 255-B Santa Ana, CA 92705-3855</p> <p>Sacramento District Office 2000 O Street, Suite 120 Sacramento, CA 95814-5212</p> <p>San Bernardino District Office</p>	<p>Telephone Toll-free FAX TTY</p> <p>Telephone Toll-free FAX TTY</p> <p>Telephone Toll-free FAX TTY Telephone</p>	<p>(213) 439-6799 (800) 884-1684 (213) 439-6715 (213) 892-6494 (800) 700-2320</p> <p>(714) 558-4266 (800) 884-1684 (714) 558-6461 (800) 700-2320</p> <p>(916) 445-5523 (800) 884-1684 (916) 323-6092 (800) 700-2320 (800) 884-1684</p>	www.dfeh.ca.gov
U.S. Equal Employment Opportunity Commission (EEOC)	Roybal Federal Building, 255 E. Temple Street, 4 th Floor, Los Angeles, CA 90012,	Telephone Toll-free FAX TTY TTY	(213) 894-1000 (800) 669-4000 (213) 894-1118 (213) 894-1121 (800)-669-6820	www.eeoc.gov/