

under California's Fair Employment law

# YOU have the right

to equal opportunity in

- hiring
- promotion
- training
- union membership
- job referrals

without discrimination  
due to race, religion, or ancestry



**Read how FEPC can help you**

**Write . . . Call . . . or Visit**

**FAIR EMPLOYMENT PRACTICE COMMISSION**

**SAN FRANCISCO: 455 Golden Gate Ave., P. O. Box 603  
UNderhill 1-8700**

**LOS ANGELES: 107 S. Broadway, State Office Bldg. #2  
MAdison 6-1515**



## The Law

guarantees you an **EQUAL CHANCE** providing you're qualified for the job you seek

The Fair Employment Practice Act, which went into effect September 18, 1959, says:

**"It is hereby declared as the public policy of this State that it is necessary to protect the right and opportunity of all persons to seek, obtain, and hold employment without discrimination or abridgement on account of race, religious creed, color, national origin or ancestry."**

The FAIR EMPLOYMENT PRACTICE COMMISSION, often known as the FEPC, was named by Governor Edmund G. Brown to enforce this law.

## WHAT YOU CAN DO

If you believe you were refused a job or promotion or chance to join the union because of your race, religion, or ancestry, this is what you can do:

If you are reasonably sure that you are qualified for the job or membership for which you applied, you may ask help from or file a complaint with FEPC concerning the alleged discrimination.

Come, call, or write to State FEPC offices in San Francisco or Los Angeles (see addresses, front cover), or to any office of the State Labor Commissioner (see telephone directory under "California, State of—Department of Industrial Relations—Division of Labor Law Enforcement").

## THESE PEOPLE CAME TO FEPC



*Because of race a hairdresser was denied, over the telephone, interview for beauty parlor job. Filed complaint. Was promptly interviewed, tested, offered a job.*

*Because of race, a janitor in factory was denied chance for better jobs. Filed complaint. Was given chance to compete for better jobs. Meanwhile, others of same race were hired in such jobs.*



*Because of national ancestry, a woman was refused temporary job in candy store. Filed complaint. Was granted back pay, promised next opening.*



*Because of race, an experienced waitress applicant was rejected by counter manager. Filed complaint. Was given next job opening and later pay raise. Discrimination policy was discarded.*

To protect complainants' and respondents' identities no photographs of actual complainants are used.

## TO FILE A COMPLAINT

you don't need a lawyer . . . It doesn't cost you anything . . . It's a State service.

You simply come, telephone or write to the FEPC, telling what happened to you.

A Commission consultant will listen to your story in a private room. We will help you fill out the proper complaint form. The Commission will not publicize your case.

You don't have to file a complaint, however, when you come to the FEPC office. We may be able to help you, as often happens, without the complaint procedure.

## FEPC THEN INVESTIGATES

We talk with the employer or employment agency manager or union official concerned, getting his version of what happened.

If the Commission finds you have been discriminated against, we start action to set things right.

We try to get the employer, employment agency or labor union to give you the job, promotion, interview, union membership, or whatever was wrongfully denied you in violation of the law. In some cases the complainant may receive back pay.

## How the Commission Enforces the Law

**CONCILIATION**—through which employer and Commission representatives, sitting together in private conference, try to agree on how to remedy and adjust the matter. This is the main means of settling cases.

Most employers, employment agencies, and unions don't want to be considered discriminatory. Many don't intend to be that way. Most don't want to break the law, now that they know there is one. Most cases, therefore, are settled quietly, through conciliation, conference, persuasion.

**PUBLIC HEARING**, which may result in an enforceable order to cease and desist from discrimination—with penalties against the employer if the order is not obeyed—is resorted to only if conciliation fails.

**A Reminder:** Be sure you are qualified—that you have the skills, the training, the experience (if this is asked for) for the job or promotion or union membership you seek. You must meet the very same requirements every other worker must meet.

**The Fair Employment Practice Law is concerned with employment on merit alone.**

## YOU ARE PROTECTED

The law forbids any employer or employment agency or union from punishing you in any way for filing a complaint.

**This is your right . . .  
Do not be afraid to use it.**

## ● YOU ARE DISCRIMINATED AGAINST IF

you are qualified but because of race, religious creed, color, national origin, or ancestry,

### an Employer

- refuses to hire or promote you
- fires you
- refuses to interview you
- limits you to menial jobs when you are qualified for better ones
- assigns you segregated facilities

### an Employment Agency

- refuses to consider or refer you for a job opening for which you're qualified
- requires you to indicate your race, creed, color or national ancestry on application forms

### a Labor Union

- denies you the right to join
- refuses to send you out to a job opening for which you're qualified and next in line

## Complaint Must be Filed Within One Year

of the time of the alleged discriminatory act. The sooner you bring it to FEPC attention the better.



### FAIR EMPLOYMENT PRACTICE COMMISSION

John Anson Ford, *Chairman*  
Elton Brombacher, C. L. Dellums, Carmen H. Warschaw,  
Dwight R. Zook: *Commissioners*  
Edward Howden, *Chief, Division of Fair Employment Practices*  
D. Donald Glover, *Assistant Chief*  
State of California      Edmund G. Brown, *Governor*  
Department of Industrial Relations      John F. Henning, *Director*

printed in CALIFORNIA STATE PRINTING OFFICE  
19649 9-60 100M △

