

# Equal Opportunity (EO) Personnel Complaint Channel

I am a County of Santa Clara employee, applicant for employment, contractor, volunteer, or intern with a complaint of:

**Discrimination**

**Harassment**

or

**Retaliation**

## Because of My Protected Status

- \* Race \* Color \* National Origin \* Culture \* Ancestry
- \* Religious Creed \* Organizational Affiliation
- \* Sex \* Gender Identity \* Gender Expression
- \* Sexual Orientation \* Marital Status \* Age
- \* Disability \* Military & Veteran Status
- \* Pregnancy \* Political Beliefs or Activities

## Because of My Participation in a Protected EO Activity

- Participated in or testified in a workplace EO investigation or legal proceeding.
- Spoke up about, opposed, or complained about discriminatory or harassing conduct based on my protected status (see above).
- Requested a reasonable accommodation for my religious practice or disability.

## Examples of Discrimination, Harassment, and / or Retaliation

- A tangible, adverse action (e.g., location transfer, schedule change, vacation denial, discipline, discharge, not assigned, not hired, not promoted).
- Being targeted, singled out, or not favored.
- An objectively hostile, intimidating, abusive, and/or offensive work environment or conduct that bothers me.
- Unwanted and/or unwelcome sexual conduct or requests.
- Severe or pervasive conduct that alters work conditions and unreasonably interferes with my work performance, making it more difficult to do my job.

options

Contact the Equal Opportunity Division

(408) 993-4840  
EOD@eod.sccgov.org

and / or

Tell a Supervisor, Manager, or EO Liaison

and / or

Contact the EEOC  
800-669-4000 [www.eeoc.gov](http://www.eeoc.gov) or  
CA Civil Rights Department (formerly, DFEH)  
800-884-1684 [civildrights.ca.gov](http://civildrights.ca.gov)