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

**Discrimination**
- 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

**Harassment**

**Retaliation**

**Because of My Protected Status**

**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.

**Contact the Equal Opportunity Division**
(408) 993-4840
EOD@eod.sccgov.org

**Tell a Supervisor, Manager, or EO Liaison**

**Contact the EEOC**
800-669-4000 www.eeoc.gov
or
CA Civil Rights Department (formerly, DFEH)
800-984-1664, cacivilrights.ca.gov