ASSURANCES OF PARTICIPATION WITHOUT RETALIATION

INFORMATION FOR AN EMPLOYEE:
As an employee in the State of California, you have the right to speak to representatives of the office of the California Labor Commissioner or any other government or law enforcement agency about any issues affecting your working conditions. Your employer cannot fire, demote, suspend or discipline you for answering any questions or providing any information to a government agency.

INFORMATION FOR AN EMPLOYER:
It is illegal in the State of California to retaliate against any employee who provides information to a government or law enforcement agency where the employee has reasonable cause to believe that the information discloses a violation or noncompliance with a state or federal statute, rule, or regulation. You cannot discharge, demote, suspend or discipline in any manner an employee who engages in this protected activity.

California Labor Code section 1102.5 states in subsections (a) (b) (c) and (d):

1102.5. (a) An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

(b) An employer may not retaliate against an employee for disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

(c) An employer may not retaliate against an employee for refusing to participate in an activity that would result in a violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

(d) An employer may not retaliate against an employee for having exercised his or her rights under subdivision (a), (b), or (c) in any former employment.

FOR QUESTIONS OR FILING A COMPLAINT:
Division of Labor Standards Enforcement
Retaliation Complaint Investigation Unit
2031 Howe Avenue, Suite 100
Sacramento, CA 95825
916-263-1811

Division of Labor Standards Enforcement
Retaliation Complaint Investigation Unit
320 W. Fourth Street, Room 450
Los Angeles, CA 90013
213-620-6330

Information and forms are available on the internet at www.dir.ca.gov/dlse.