

**DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STANDARDS ENFORCEMENT  
RETALIATION COMPLAINT INVESTIGATION UNIT  
2031 HOWE AVENUE, SUITE 100  
SACRAMENTO, CA 95825**



## 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](http://www.dir.ca.gov/dlse).

Bakersfield	(661)587-3060 7718 Meany Ave., 93308	San Bernardino	(909)383-4334 464 West Fourth Street, Room 348, 92401
El Centro	(760)353-0607 1550 West Main Street, 92243	San Diego	(619)220-5451 7575 Metropolitan Drive, Suite 210, 92108
Fresno	(559)244-5340 770 East Shaw Avenue, Suite 222, 93710	San Francisco	(415)703-5300 455 Golden Gate Avenue, 10 <sup>th</sup> Floor, 94102
Long Beach	(562)590-5048 300 Oceangate, Suite 302, 90802	San Jose	(408)277-1266 100 Paseo de San Antonio, Room 120, 95113
Los Angeles	(213)620-6330 320 West 4 <sup>th</sup> Street, Suite 450, 90013	Santa Barbara	(805)568-1222 411 East Canon Perdido Street, Room 3, 93101
Oakland	(510)622-3273 1515 Clay Street, Suite 801, 94612	Santa Rosa	(707)576-2362 50 "D" Street, Suite 360, 95404
Redding	(530)225-2655 250 Hemsted Drive, 2 <sup>nd</sup> Floor, Suite A, 96002	Stockton	(209)948-7770 31 East Channel Street, Room 317, 95202
Salinas	(831)443-3041 1870 North Main Street, Suite 150, 93906	Van Nuys	(818)901-5315 6150 Van Nuys Blvd., Room 206, 91401