

**NOTICE OF COMPLAINT PROCEDURES REGARDING LEAVES UNDER THE CALIFORNIA FAMILY RIGHTS ACT ("CFRA")**

If you believe you have been subjected to harassment, discrimination or retaliation for requesting or taking a leave under the CFRA, or if you believe that there has been unlawful interference with your CFRA leave or your request for CFRA leave, you may lodge or file a complaint with the Rock's Human Resources department. The complaint can be made in person or via email or telephone.

Additionally, you may also file a complaint with California's Department of Fair Employment and Housing ("DFEH") which is the agency that maintains the authority to investigate complaints of discrimination in the areas of employment, housing, public accommodations and hate violence. If you believe you are the victim of illegal discrimination in the area of employment, which would include interference with a leave, or request for a leave, under the CFRA, you may file a Pre-Complaint Inquiry to initiate the complaint process using any of the options below.

- Use the DFEH's online system at <http://houdiniesq.net/dfeh/intake/>
- Call the Communication Center at (800) 884-1684. If you have a hearing impairment, please call 800-884-1684 or TTY at (800) 700-2320 for service.
- Request the Pre-Complaint Inquiry form, complete and return it via U.S. mail to any of DFEH's office locations. The list of DFEH office locations can be found here: <http://www.dfeh.ca.gov/Offices.htm>. The Los Angeles DFEH office is the closest DFEH office to San Diego and is located at 320 West 4th Street, 10th Floor, Los Angeles, CA 90013
- E-mail the Pre-Complaint Inquiry form to [contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)

For additional information about the complaint process with the DFEH, please visit: [http://www.dfeh.ca.gov/Complaints\\_ComplaintProcess.htm](http://www.dfeh.ca.gov/Complaints_ComplaintProcess.htm)