

# CLIENT NEWS BRIEF

## AB 1443 Extends Anti-Discrimination and Harassment Protections to Unpaid Interns and Volunteers

Legal protections against discrimination and harassment got a little broader this year. Government Code section 12940, which is part of the California Fair Employment and Housing Act (FEHA), protects employees, applicants for employment, and certain contactors from unlawful discrimination and harassment. Government Code section 12940 prohibits employers from discriminating against or harassing employees on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. Assembly Bill (AB) 1443 amends Government Code section 12940 to extend these anti-discrimination protections to unpaid interns and other participants in training programs of limited duration.

AB 1443 makes it unlawful to discriminate against any person in “the selection, termination, training, or other terms or treatment of that person in any apprenticeship training program, any other training program leading to employment, an unpaid internship, or another limited duration program to provide work experience for that person” based on any of the protected characteristics. AB 1443 also extends its protections to unpaid interns and volunteers. These changes to Government Code section 12940 are effective January 1, 2015.

Public agencies should review their existing anti-discrimination policies to ensure that they comply with the requirements of AB 1443. If you have questions regarding AB 1443, or whether your existing policies or regulations are compliant with its requirements, please contact one of our [eight offices](#) located statewide. You can also visit our [website](#), follow us on [Facebook](#) or [Twitter](#), or download our [Client News Brief App](#).

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Dulcinea Grantham  
Partner and Labor & Employment  
Practice Group Co-Chair  
Walnut Creek Office  
[dgrantham@lozanosmith.com](mailto:dgrantham@lozanosmith.com)



Mark P. Bookholder  
Associate  
Monterey Office  
[mbookholder@lozanosmith.com](mailto:mbookholder@lozanosmith.com)



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