

**STATE OF CALIFORNIA  
CIVIL RIGHTS DEPARTMENT  
DUTY STATEMENT**

<b>Employee Name</b>	<b>Classification Name</b>	<b>Position Number</b>
	Senior FEH Counsel/Assistant General Counsel	326-410-6115-xxx
<b>Division/Unit</b>	<b>Date</b>	<b>PriorPos# (if applicable)</b>
Legal Division/TBD		

**SUMMARY OF RESPONSIBILITIES**

Under the general direction of the Assistant Chief Counsel, the Senior Fair Employment and Housing Counsel support the Assistant Chief Counsel in the successful implementation of the administrative and operational functions of the Legal Division. Duties of the Senior Fair Employment and Housing Counsel include, but are not limited to:

**Description of Essential Functions:**

- 30% Assist the Assistant Chief Counsel in supporting the Division's administrative and operational matters including responding to Public Records Act requests; providing legal advice and opinions to Department staff in legal matters relating to their programs to ensure consistency and compliance with law; and establishing and maintaining resources, tools, policies, training and other support to facilitate the effective work of the Division. Research and draft written work product in administrative and operational matters. Provide research and analysis in ethics matters.
- 20% Serve as the Division's lead coordinator with the Enforcement Division in certain civil rights investigations, including in case grading, case analysis, and investigative discovery to ensure consistency and compliance with the law. Serve as the Division's lead coordinator with the Executive Programs Division in matters related to Public Records Act requests and other matters as needed.
- 20% Conduct legal analysis and review of the administrative and operational work of the Legal Division and the work of other divisions within the Department. Act as a subject matter expert in eDiscovery matters for the Legal Division including the development of ESI protocols for use in the Division's active litigation matters.
- 20% Defend the Department in lawsuits, threatened litigation, and administrative complaints or filings, including in personnel matters. Represent the department in mediation and in the state and federal trial courts in these matters.
- 10% Assist in responding to requests and other administrative matters from the Governor's Office, the Attorney General's Office, the Business, Consumer Services, and Housing Agency, other state control agencies, DFEH Executive Staff, the United States Equal Employment Opportunity Commission, and the United States Department of Housing and Urban Development.

Updated 11/15/22

### **Marginal Functions:**

5% Other job-related duties as required.

### **Desirable Qualifications:**

- Exceptional leadership skills.
- Knowledge of and experience with civil rights laws; litigation; public and administrative law; and laws, rules, and procedures governing the administrative and operational functions of state government.
- Knowledge of and experience with the development and implementation of policies and procedures.
- Ability to manage conflict and sensitive issues.
- Ability to use sound judgment.
- Ability to work with people, including opposing counsel, in a professional and civil manner.
- Commitment to public sector service.

### **Work Environment, Physical, or Mental Abilities:**

The demands described here are representative of those that must be met by the incumbent, with or without a reasonable accommodation, to successfully perform the essential functions of the job:

- Requires daily use of a personal computer and related software applications at a workstation.
- Requires ability to complete tasks that typically may require making repetitive hand movements in the performance of daily duties, with or without reasonable accommodations and modifications to facilitate such tasks.
- Requires prolonged use of a workstation for 6.5 to 7 hours per day.
- Requires dependability and excellent attendance records.
- Requires occasional travel to attend meetings and trainings and to conduct depositions, trials, interviews, and mediations.

### **Supervision Received:**

The Senior FEH Counsel receives general supervision from the Assistant Chief Counsel and may receive direction from the Chief Counsel and Deputy Chief Counsel.

### **Supervision Exercised:**

None.

### **Actions and Consequences:**

Failure to use good judgment in handling sensitive and confidential information could result in violation of individual privacy rights, prejudice to CRD cases, and discredit to the Department.

**Administrative Responsibility:**

Adheres to all applicable laws, rules, policies, and procedures of the Department, including directives from departmental management personnel.

**Personal Contacts:**

The Senior FEH Counsel has daily contact with the Assistant Chief Counsel, Department attorneys, other members of the Legal Division, and Departmental management and staff.

I have read and understand the duties assigned as described above. I meet all job requirements as described above and am capable of performing the essential functions with or without a reasonable accommodation.

\_\_\_\_\_  
Incumbent's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date