



Duty Statement

DIVISION	CLASSIFICATION/WORKING TITLE	POSITION NUMBER (Agency-Unit-Class-Serial)
ENFORCEMENT	ANALYST III	326-XXX-5402-XXX
UNIT/PROGRAM/SECTION	EFFECTIVE DATE	CBID
EMPLOYMENT TEAM 2		R01
INCUMBENT	REPORTING LOCATION	IMMEDIATE SUPERVISOR
POSITION DESCRIPTION		
<p>The incumbent performs a variety of tasks under general direction of the Supervisor I or District Administrator (Supervisor II) and may also receive direction from the Administrator II (Manager II) or Deputy Directors. The Analyst III provides professional, quality service and accurate information of more varied complexity to the public by accepting, gathering, and analyzing investigative data, and investigating and resolving complaints of unlawful discrimination in employment, housing, and public accommodations, and from hate violence and human trafficking. This is the nonsupervisory, technical specialist position.</p>		
ALL EMPLOYEES ARE RESPONSIBLE FOR CONTRIBUTING TO AN INCLUSIVE, SAFE, AND SECURE WORK ENVIRONMENT THAT VALUES DIVERSE CULTURES, PERSPECTIVES, AND EXPERIENCES, AND IS FREE FROM DISCRIMINATION.		
ESSENTIAL FUNCTIONS:		
%	TASK/DUTIES	
40%	<p>Investigation: Conducts neutral fact-finding investigations into complaints of discrimination. Conducts on-site investigations, as warranted. Interviews and gathers information from complainants, respondents, and various witnesses. Review and analyze documents, testimony, and issues with reference to the appropriate interpretation and application of civil rights laws, rules, and regulations. Prepares a report pertaining to each investigation completed in accordance with Departmental procedures/guidelines. Determine whether it appears that a violation of the law has occurred.</p>	
25%	<p>Intake: Conduct Intake interviews and determines whether complaints should be accepted for investigation or rejected. Analyzes issues with reference to the appropriate interpretation and application of various civil rights laws, rules, and regulations. Solicits sensitive information in a tactful manner for purposes of drafting complaints of discrimination. Craft complaints of discrimination demonstrating how prima facie elements were met. Serve complaints of discrimination and supplemental questions on Respondents and secure responses.</p>	
15%	<p>Case Maintenance: Maintains all case-related information in the department's case management system(s). Maintains proper records in compliance with Departmental procedures. Maintains case diaries to reflect changes of address, dates of correspondence and contacts, and the content of conversations and interviews.</p>	
10%	<p>Settlement Negotiations: Explores resolution and negotiates settlements between complainants and respondents. Prepares for and participates in formal settlement conferences with the District Administrator, complainant(s) and respondent(s). Prepares settlement documents. Refer to and monitor cases in the Dispute Resolution Department.</p>	
5%	<p>Discovery: Prepares formal discovery (e.g., interrogatories, subpoenas). Meets time frames based on established guidelines for case investigation and as set forth by statutory requirement(s).</p>	



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MARGINAL FUNCTIONS:	
%	TASK/DUTIES
5%	<p><u>Meetings & Training:</u> Performs as a subject matter expert, train, and mentor Analysts I and Analysts II. Attends Department meetings. Participate in ongoing departmental training. May participate in seminars and interact with various respondent and community groups. Performs other duties, as assigned.</p>
DESIRABLE QUALIFICATIONS:	
<ul style="list-style-type: none"> • Experience in or knowledge of complete investigative techniques, methodology and/or settlement of complaints. • Ability to communicate effectively and establish and maintain cooperative working relationships with co-workers and members of the public and display excellent customer service skills. • Ability to operate a computer and knowledge of Microsoft Suite including Excel. • Ability to interpret and apply laws and regulations to specific situations. • Ability to follow oral and written instruction and established procedures. • Ability to gather and analyze facts and evidence; reason logically, draw valid conclusions, and make appropriate recommendations and participate effectively in investigations and interviews. • Experience in promoting equal opportunity to protected groups, such as ethnic minorities, women, the physically disabled, senior citizens; or Experience in community organization work, social group work, or other comparable experience in the human relations, industrial relations, or housing industry fields; or Experience as a labor or management representative with substantial responsibility for the promotion and implementation of fair employment and/or housing practices within a trade, industry or organization • Ability to prepare written documents and accurate detailed reports clearly and concisely. • Experience working as a project leader or coordinating the efforts of representatives on projects. • Ability to speak a second language (bilingual) or American Sign Language preferred but not required. 	
<u>Special Personal Requirements:</u>	
<p>Demonstrated ability to act independently, open-mindedness, flexibility, and tact.</p>	
TYPICAL WORKING CONDITIONS:	
<p>The demands described here are representative of those that must be met by the incumbent to successfully perform the essential functions of the job with or without a reasonable accommodation.</p> <ul style="list-style-type: none"> • Requires daily use of a personal computer and related software applications at a workstation. • Requires ability to complete tasks that require reaching, bending, grasping, and making repetitive hand movements in the performance of daily duties. • Requires prolonged sitting and or standing at a workstation for 6.5 to 7 hours per day. • Requires dependability and excellent attendance records. • May require occasional travel to conduct on-site state business. 	
TELEWORK DESIGNATION:	
<p>The California Civil Rights Department supports hybrid work schedules, including telework days, for employees who can perform their essential functions remotely, as operationally allowed. Travel expenses from your home to your assigned headquarters location is considered a normal commute and are not reimbursable.</p>	
The statements contained in this job description reflect general details as necessary to describe the principal functions of this job. It should not be considered an all-inclusive listing of work requirements. The incumbent of this position may perform other duties (commensurate with the classification) as assigned, including work	



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in other functional areas to cover during absences, to equalize peak work periods, or to otherwise balance the workload.

SUPERVISOR STATEMENT:

I CERTIFY THIS DUTY STATEMENT REPRESENTS AN ACCURATE DESCRIPTION OF THE ESSENTIAL FUNCTIONS OF THIS POSITION. I HAVE DISCUSSED THE DUTIES OF THIS POSITION WITH THE EMPLOYEE AND PROVIDED THE EMPLOYEE WITH A COPY OF THIS DUTY STATEMENT.

SUPERVISOR NAME (PRINT OR TYPE)	SUPERVISOR SIGNATURE	DATE

EMPLOYEE STATEMENT:

I CERTIFY I HAVE READ, UNDERSTAND, AND CAN PERFORM THE DUTIES OF THIS POSITION EITHER WITH OR WITHOUT REASONABLE ACCOMMODATION. I HAVE DISCUSSED THESE DUTIES WITH MY SUPERVISOR AND HAVE BEEN PROVIDED A COPY OF THIS DUTY STATEMENT.

EMPLOYEE NAME (PRINT OR TYPE)	EMPLOYEE SIGNATURE	DATE