



Nursing in Public Harassment Filing the Unruh Complaint

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Thank you for standing up for yourself and nursing mothers everywhere. In filing this complaint you are saying that discrimination and harassment of a breastfeeding mother is unacceptable, which can change our culture from putting mothers in an impossible position (breastfeeding is the normal, healthful way to feed a baby but it is inappropriate to breastfeed) to supporting breastfeeding goals and setting mothers up for success (breastfeeding is supported and accepted, without condition). Remember, nursing in public is a legally protected right. No matter the outcome, you should feel proud for taking a stand to enforce this right in filing this complaint.

Click the link to begin the process of filing the Unruh complaint for nursing in public harassment/discrimination: <http://www.dfeh.ca.gov>

Click File a Complaint Online

Click File a New Complaint

Select DFEH to investigate

Click Continue

Select Employment discrimination, harassment and/or retaliation (Violation of the Fair Employment and Housing Act).

Click Continue

Select Yes (Sex)

Click Continue

Select Yes (California)

Click Continue

Select No (EEOC)

Click Continue

Select Yes or No (Was it a federal government entity?) (Usually No)

Click Continue

Select Yes or No (Was it a religious non-profit?) (Usually No)

Click Continue

Select Yes or No (Do they have atleast 1 employee?) (Usually Yes)

Click Continue

Enter the first date of discrimination/harassment.

Click Continue

Enter the last date of discrimination/harassment.

Click Continue

Enter

First Name

Last Name

Phone

Email

Create Password

Confirm Password

Click Sign Up

Open the email in your email account.

Click the link to activate your account.

Enter your username (your email address)

Enter your password (the one you created)

Click I agree

Click Next

Now you are on the [Complaint Form](#) Page.

Enter your name, address, phone, email.

Click Next

Enter Status and Origin

Click Next

Select how you would prefer to be contacted.

Select Community Organization

If it was a state agency, select the agency (usually leave blank).

Click Sex – Gender

Click Next

Select if you experienced financial and/or emotional consequences.

Describe in succinct detail.

You can also add witnesses to either.

Now you are in Case Notes.

Open a Word document and summarize your experience in succinct detail, including direct quotes. Copy and paste the text into the Case Notes box.

Click Next

Related Parties (You can navigate through these in the left column.)

Respondent: The actual point of harassment/discrimination (the location the incident took place). For example, a school campus.

Agent for Service: The responsible party. For example, a school district (including the name of the person ultimately responsible).

You can also add a witness to the actual incident.

Click Add

Select Witness

Enter their information.

Upload Files

Upload any supporting documents that are pertinent. For example, I included a letter I sent to the school district, a letter sent on my behalf from the San Diego Nursing in Public Task Force, and the letter sent to us from the school district.

Review everything

Click Submit

You will receive an email confirming receipt of your complaint.

You will receive a phone call from the Department to schedule a phone call.

On the phone call the representative will go over the incident with you. S/he will request any information or documentation needed.

You will be emailed your final complaint.

The Department will decide whether or not your case warrants an investigation.

The discriminating/harassing party will be notified of the investigation and given 30 days to respond with their version of events.

You will have another phone call with your representative from the Department when you will go over their version of events and you get the opportunity to agree or disagree.

The investigation then really gets underway and the Department gets any additional information, documentation, and/or witness statements needed.

The Department will mail both parties their finding.