

AB 2448

Expanding Civil Rights Protections at Businesses

Assemblymember
Phil Ting
19TH DISTRICT



SUMMARY

California has seen a rise in hate against Asian Americans and Pacific Islanders (AAPI) during the COVID-19 pandemic, from brutal attacks against elderly Asian Americans to the ongoing verbal harassment of AAPI women.

Many AAPIs continue to fear being in public spaces, and many hate incidents occur at retailers and other businesses. More needs to be done to ensure that individuals can go into the public without fearing for their safety or that they will be discriminated against.

BACKGROUND

Hate crimes have surged in California and nationally since 2015, escalating more since the start of the COVID-19 pandemic and still further in 2021.

Since March 2020, the national coalition Stop AAPI Hate has received over 11,000 reports of hate incidents from AAPIs across the country, a vast majority of which are not crimes. More than 4,300 of these hate incidents took place in California, and nearly half of hate incidents statewide occurred in the Bay Area.

The Center for the Study of Hate and Extremism's preliminary 2021 data shows large increases in anti-AAPI hate crimes in major cities nationally, including 173% in LA and an astonishing 567% in San Francisco. Overall nationally, hate crimes were reported up another 11%, with African Americans remaining the most targeted community and a resurgence in anti-Semitic hate crimes.

The numbers reported and the incidents publicized reflect only a fraction of the actual numbers because of insufficient

data collection and underreporting. This results in a significant lack of support and services needed within our communities, and instills fear among Californians.

Existing law under the Unruh Civil Rights Act protects all Californians from discrimination by a business due to their sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status.

THIS BILL

AB 2448 requires the Department of Fair Employment and Housing (DFEH) to create a model training for employees on how to spot, report, and properly respond to incidents of discrimination and harassment against their customers, and model signage notifying customers of their rights. Additionally, this bill requires DFEH to report on harassment at businesses, and to develop and evaluate a pilot program that publicly recognizes businesses for creating safe and welcoming places via a certificate that can be posted onsite and online.

This bill will also require large businesses to train all employees with the model training from DFEH, post the signage from DFEH, and report incidents of harassment perpetrated by customers to DFEH.

SUPPORT

Stop AAPI Hate (Sponsor)
AAPI Equity Alliance
Anti-Defamation League
Asian Americans in Action
Asian Pacific Islander Forward Movement
Asian Youth Center

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California Association of Human Relations Organizations (CAHRO)
California Employment Lawyers Association
California Healthy Nail Salon Collaborative
Cambodia Town Inc.
Center for Asian Americans in Action
Center for the Pacific Asian Family
Chinatown Service Center
Chinese for Affirmative Action
Empowering Pacific Islander Communities
Equal Justice Society
Hmong Innovating Politics
Jack Shu, Vice Mayor, City of La Mesa
Khmer Girls in Action
Korean American Bar Association of San Diego
Korean American Coalition
Korean American Family Services
La Raza Community Resource Center
Little Tokyo Service Center
Linda Ly's Private Practice
Los Angeles County Board of Supervisors

National Asian Pacific American Families Against Substance Abuse
North East Medical Services
Orange County Asian and Pacific Islander Community Alliance
Pacific Asian Counseling Services
Saahas for Cause
San Francisco City and County Board of Supervisors
San Francisco Democratic County Central Committee
San Francisco Senior & Disability Action
Self-Help for the Elderly
South Asian Network
Southeast Asian Community Center
Thai Community Development Center

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