



**Civil Rights Department**

651 Bannan Street, Suite 200 | Sacramento | CA | 95811  
1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711  
calcivilrights.ca.gov | contact.center@calcivilrights.ca.gov

January 14, 2026

**Via Certified Mail**

**Agent of Service for City of Riverside**

Donesia Gause  
City of Riverside  
3900 Main Street  
Riverside, CA 92522

**Respondent(s):**

City of Riverside  
3900 Main Street  
Riverside, CA 92522

**RE: Notice of Filing of Discrimination Complaint – Response Requested**

**Case Number:** 202512-32597811

**Case Name:** Gomez / City of Riverside

**Case Type:** Criminal History in Employment Decisions

To All Listed Respondents:

Enclosed is a copy of a complaint filed with the Civil Rights Department (CRD). The enclosed complaint, which was filed under Government Code section 12960, alleges unlawful discrimination and names you as a Respondent or Co-Respondent.

The CRD independently investigates and assesses the facts and legal issues in each case. The CRD uses the facts obtained through its investigation to determine if there is reasonable cause to believe that a law the department enforces has been violated.

Government Code Section 12940, subdivision (h), prohibits any retaliatory action against a person because he or she has filed a complaint, has opposed any practices forbidden under the Fair Employment and Housing Act, or has assisted in any proceeding before the CRD.

California Government Code section 12946 requires that all employment records (or union membership and referral records) be retained for a minimum of four (4) years. When a discrimination complaint has been served, the records must be kept until the CRD closes its inquiry and until any resulting lawsuit or appeal has been terminated.

You can respond to this letter by:

- Using our online California Civil Rights System (CCRS). This is a three-step process:
  - Create an account for yourself at <https://ccrs.calcivilrights.ca.gov>. All you need is a valid\_email address and a phone number.
  - Email your assigned investigator (named below) or contact us at [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov) and make reference to Case #: **202512-32597811** to request that your account be associated to the complaint.
  - You will see the case number in your list of Open Cases. Select Files, click on Upload New File, and select the files you wish to upload.
- Email. Send your response to your assigned investigator (named below) and to [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov). Include a copy of this letter and make reference to Case #: **202512-32597811**.
- US mail. Send your response to: CRD Enforcement Division 651 Bannon Street, Suite 200 Sacramento, CA 95811. Include a copy of this letter and make reference to the Case #: **202512-32597811**.

In appropriate cases, your assigned investigator may assist you in reaching an agreement to resolve this complaint. If you are interested in discussing a possible settlement of this complaint, please contact your investigator. Settlement discussions are confidential. However, discussions of facts or legal issues with you will not be considered part of a settlement discussion unless the CRD specifies in advance that a discussion is for this purpose.

Also, please be advised that the Department offers free mediation services. In appropriate cases, if you and the complainant agree to mediate and the Department approves, the complaint will be assigned to a mediator who will contact you to schedule the mediation conference. All settlement discussions during the mediation process are confidential and not subject to disclosure. If you are interested in formal mediation, please contact the assigned investigator.

Notice of Filing of Discrimination Complaint - Response Requested  
January 14, 2026  
Page 3 of 3

Sincerely,

*David Fillingame*

David Fillingame  
Analyst III  
916-957-0363  
david.fillingame@calcivilrights.ca.gov

Enclosures

**CERTIFIED MAIL: 9589071052702857642171**

cc:

City of Riverside  
3900 Main Street  
Riverside, CA 92522

**CERTIFIED MAIL: 9589071052702857642188**



## COMPLAINT OF DISCRIMINATION UNDER THE PROVISIONS OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT

**CASE NUMBER**

202512-32597811

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**COMPLAINANT**

Melinda Gomez

**ADDRESS**

29214 Glass Mountain CT  
Winchester, CA 92596

**PHONE**

(951) 425-3092

**TYPE OF DISCRIMINATION AND  
LAW**

Government Code 12940

NAMED IS THE EMPLOYER, PERSON, AGENCY, ORGANIZATION OR GOVERNMENT  
ENTITY WHO DISCRIMINATED AGAINST ME

**RESPONDENT(S)**

City of Riverside

**ADDRESS**

3900 Main Street  
Riverside, CA 92522

**PHONE**

(951) 826-5970

**NO. OF  
EMPLOYEES**  
501 or more



## COMPLAINT OF DISCRIMINATION UNDER THE PROVISIONS OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT

**CASE NUMBER**

202512-32597811

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**- Allegation -****I ALLEGE THAT I EXPERIENCED**

Discrimination

**ON OR BEFORE**

December 26, 2025

**BECAUSE OF MY ACTUAL OR PERCEIVED**

Criminal history or perceived criminal history

**AS A RESULT, I WAS SUBJECTED TO**

Denied hire or promotion

**PARTICULARS**

I believe I was illegally denied hire by Respondent City of Riverside ("Respondent") in violation of Government Code section 12952 and California Code of Regulations, title 2, section 11017.1.

On or about August 3, 2025, I applied for employment with Respondent for the position of Outreach Worker for the Housing and Human Services Department in Riverside, California. The job duties for this position included conducting outreach, intake, assessment, and case management for homeless individuals and families.

On or about October 24, 2025, I was made a conditional offer of employment.

On or about October 27, 2025, I authorized a Live Scan background check.

On or about October 27, 2025, Respondent asked me to self-disclose criminal history beyond what an employer is allowed to seek under the law.

On November 5, 2025, I received a pre-adverse action notice via email along with a copy of my Live Scan criminal background report conducted by the Department of Justice. The pre-adverse action notice failed to include the notice of the disqualifying conviction(s) that were the basis for the preliminary decision to rescind the offer or notice of how or where to submit my response.

The criminal history report contained inaccurate information, failing to state that my single conviction, a misdemeanor from nearly twenty years prior, had been recently expunged.

I do not believe that Respondent conducted an initial individualized assessment prior to making a preliminary decision to disqualify me for the position, while specifically considering



## COMPLAINT OF DISCRIMINATION UNDER THE PROVISIONS OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT

**CASE NUMBER**202512-32597811

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the following: (1) the nature and gravity of the offense; (2) the time that passed since the offense and completion of the sentence; and (3) the nature of the job sought. The disqualifying conviction identified by Respondent did not have a direct and adverse relationship to the duties of the position for which I was hired.

Respondent unlawfully considered conviction history information that was more than seven years old. I believe Respondent unlawfully considered a conviction that has been sealed, dismissed, expunged, or statutorily eradicated pursuant to law.

On November 6, 2025, and November 18, 2025, I submitted information in response to the pre-adverse action notice challenging the accuracy of the criminal history report and providing mitigation and rehabilitation evidence. I noted that my single conviction was nearly twenty years old, expunged, and unrelated to the duties of an Outreach Worker. I explained that since my conviction, I had earned two master's degrees and obtained extensive professional experience demonstrating my ethical conduct. I also offered to provide professional and personal character references.

On December 8, 2025, Respondent sent me a final notice via email that my job offer had been withdrawn.

I do not believe that Respondent conducted an adequate secondary individualized assessment prior to its final decision to disqualify me for the position, while specifically considering the following: (1) the nature and gravity of the offense; (2) the time that passed since the offense and completion of the sentence; and (3) the nature of the job sought; (4) information I submitted in response to the pre-adverse action notice.



## COMPLAINT OF DISCRIMINATION UNDER THE PROVISIONS OF THE CALIFORNIA FAIR EMPLOYMENT AND HOUSING ACT

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**SIGNED UNDER PENALTY OF PERJURY**

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge, except as to matters stated on my information and belief, and as to those matters I believe them to be true.

**SIGNATURE OF COMPLAINANT OR COMPLAINANT'S LEGAL REPRESENTATIVE:**

**DATE:**

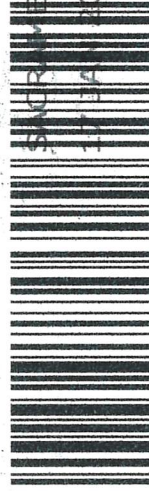
Melinda Gomez  
Melinda Gomez (Jan 12, 2026 15:06:26 PST)

01/12/2026



State of California  
**Civil Rights Department**  
**Legal Division**  
 651 Bannon Street, Suite 200  
 Sacramento, CA 95811  
[www.civilrights.ca.gov](http://www.civilrights.ca.gov)

**CERTIFIED MAIL®**



9589 0710 5270 2857 6421 71

SACRAMENTO CA 957  
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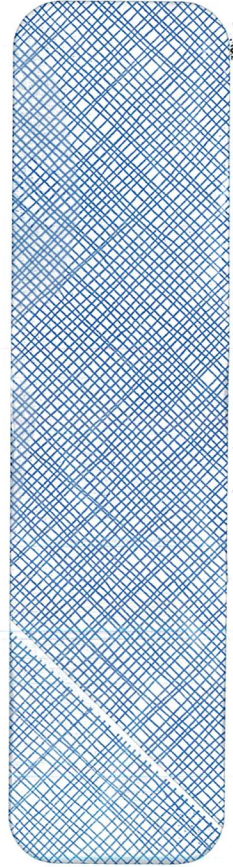


US POSTAGE and METS **PITNEY BOWES**  
 ZIP 95811 \$ **006.33**  
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 0008042326 JAN 16 2026

**RECEIVED**

JAN 21 2026

City of Riverside  
 City Clerk's Office



Personal and Confidential: To be Opened by Addressee or Designee Only

