

The DFEH's Misguided Lawsuit

The California Department of Fair Employment and Housing (DFEH) plans to submit a suit versus Tesla declaring organized racial discrimination and harassment. This follows a three-year examination throughout which the DFEH— whose objective is allegedly to safeguard employees— has actually never ever when raised any issue about existing office practices at Tesla. Rather, the suit appears concentrated on supposed misbehavior by production partners at the Fremont factory that occurred in between 2015 and 2019.

Tesla highly opposes all kinds of discrimination and harassment and has a devoted Employee Relations group that reacts to and examines all grievances. We likewise have a Diversity, Equity, and Inclusion group whose work is displayed in this public report. Tesla has actually constantly disciplined and ended workers who participate in misbehavior, consisting of those who utilize racial slurs or bug others in various methods. We just recently presented an extra training program that enhances Tesla's requirement that all staff members need to deal with each other with regard and advises staff members about the various methods they can report issues, consisting of anonymously. Above all, Tesla continues to look for to offer a work environment that is safe, considerate, reasonable, and inclusive — all of which are essential to attaining our objective.

Tesla is likewise the last staying auto maker in California. The Fremont factory has a majority-minority labor force and supplies the very best paying tasks in the automobile market to over 30,000 Californians. No business has actually done more for sustainability or the production of tidy energy tasks than Tesla. At a time when making tasks are leaving California, the DFEH has actually chosen to take legal action against Tesla rather of constructively working with us. This is both unreasonable and disadvantageous, particularly due to the fact that the accusations concentrate on occasions from years earlier.

Over the previous 5 years, the DFEH has actually been asked on practically 50 events by people who think they were victimized or pestered to examine Tesla. *On every celebration*, when the DFEH closed an examination, it did not discover misbehavior versus Tesla. It for that reason strains reliability for the firm to now declare, after a three-year examination, that organized racial discrimination and harassment in some way existed at Tesla. A narrative spun by the DFEH and a handful of complainant companies to produce promotion is not accurate evidence.

Once the DFEH submits its suit, Tesla will be asking the court to stop briefly the case and take other actions to make sure that realities and proof will be heard. To date, in spite of duplicated demands, the DFEH has actually decreased to offer Tesla with the particular claims or the accurate bases for its claim. Assaulting a business like Tesla that has actually done so much helpful for California needs to not be the bypassing objective of a state company with prosecutorial authority. The interests of employees and essential fairness need to come.

Source: **The DFEH's Misguided Lawsuit**