



DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

DIRECTOR KEVIN KISH

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758
800-884-1684 | TDD 800-700-2320
www.dfeh.ca.gov | email: contact.center@dfeh.ca.gov

November 20, 2018

Via Email and First Class Mail:
tomcoleman@spectruminstitute.org
tomcoleman@earthlink.net

Thomas F. Coleman
555 S. Sunrise Way Ste. 205
Palm Springs, CA 92264

RE: Notice of Intake Form Closure
DFEH Number: 201808-03296020
Coleman / Superior Court of the State of CA for the County of Sacramento

Dear Thomas F. Coleman:

The Department of Fair Employment and Housing (DFEH) has declined your request for DFEH to open a director's investigation into alleged discrimination by a State-operated, funded, or financially-assisted entity and has closed your case for the following reason(s):

DFEH will not exercise its discretion under Cal. Code Regs., tit. 2, § 10012 to open a director's investigation.

Be advised a civil lawsuit must be filed within three (3) years of the last act of discrimination.

Within ten (10) days of receiving this letter, you may appeal this decision by emailing appeals@dfeh.ca.gov; by calling our Communication Center at 800-884-1684 (voice), 800-700-2320 (TTY), or California's Relay Service (711); or by writing to:

Appeals Unit
Department of Fair Employment and Housing
2218 Kausen Drive, Suite 100
Elk Grove, CA 95758

Your appeal should include 1) a summary as to why you disagree with the reason; and/or 2) any new detailed information (e.g., documents, records, witness information) that supports your claim. If you appeal, the information you provide will be carefully considered.

Sincerely,

Narbeh Vartanian
Consultant III (Specialist)
213-337-4480
Narbeh.Vartanian@dfeh.ca.gov