



## 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

February 21, 2025

**Via Email:**  
eneeley.en@gmail.com

Ernest Craven-Neeley  
1307 Martin Luther King Jr. Way  
Berkeley, CA 94709

RE: **Notice of Case Closure and Right to Sue**  
**Case Number:** 202310-22254608  
**Case Name:** Craven-Neeley / Hayward Unified School District  
**EEOC Number:** 37A-2024-01177  
**County of Violation:**

Dear Ernest Craven-Neeley:

The Civil Rights Department (CRD) has closed your case for the following reason: **Insufficient Evidence**. The CRD makes no determination about whether further investigation would establish violations of the Fair Employment and Housing Act (FEHA) or other laws. This decision does not mean the alleged claims have no merit or that the respondent is in compliance with the law. No finding is made as to any other issues that might be construed as having been raised by this complaint.

**This is your Right to Sue notice.** As specified in Government Code section 12965, subdivision (b), you may file your own civil action asserting employment claims under the FEHA within one year of the date of this letter. If you want to file a civil action that includes other claims, you should consult an attorney about the applicable statutes of limitation. The intake form for this case was submitted to CRD on October 8, 2023.

After receiving a Right-to-Sue notice from CRD, you may have the right to file your complaint with a local government agency that enforces employment anti-discrimination laws if one exists in your area that is authorized to accept your complaint. If you decide to file with a local agency, you must file before the deadline for filing a lawsuit that is on your Right-to-Sue notice. Filing your complaint with a local agency does not prevent you from also filing a lawsuit in court.

Your complaint is **dual filed** with the United States Equal Employment Opportunity Commission (EEOC). You have a right to request EEOC to perform a substantial weight review of our findings. This request must be made within fifteen (15) days of your receipt of this notice. Pursuant to Government code section 12965, subdivision (d) (1), your right to sue may be tolled during the pendency of EEOC's review of your complaint. To secure this review, you must request it in writing to the State and Local Coordinator:

**EEOC Southern California  
Roybal Federal Building  
255 East Temple Street, 4th Floor  
Los Angeles, California 90012**

**Karrie.Maeda@eoc.gov**

You have the right to appeal the decision to close your case. This request must be made within ten (10) days of receiving this letter, March 3, 2025. Your appeal must include: 1) a summary as to why you disagree with the case closure; 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. You may appeal this decision by:

- Email. Send your request to [appeals@calcivilrights.ca.gov](mailto:appeals@calcivilrights.ca.gov) and make reference to the case #: 202310-22254608.
- Mail. Send your request to: CRD, Appeals Unit, 651 Bannon Street, Suite 200, Sacramento, CA 95811. Include a copy of this letter and make reference to the case #: 202310-22254608.
- Phone. Call us at 1-800-884-1684 (voice), 1-800-700-2320 (TTY), or by using California's Relay Service at 711.

Although the CRD has closed this case, the allegations and conduct at issue may be in violation of the law. You should consult an attorney as soon as possible regarding any other options and/or recourse you may have regarding the underlying acts or conduct.

Below are some resources to assist you in deciding whether to bring a civil action on your own behalf in court in the State of California under the provisions of the FEHA against the person, employer, labor organization or employment agency named in your complaint. To proceed in Superior Court, you should contact an attorney.

- The State Bar of California has a Lawyer Referral Services Program which can be accessed through its website at [www.calbar.ca.gov](http://www.calbar.ca.gov) under the "Public" link, or by calling 866-442-2529 (within California) or 415-538-2250 (outside California).
- Your local city or county may also have a lawyer referral or legal aid service.
- The Department of Consumer Affairs (DCA) has a publication titled "The Small Claims Court: A Guide to Its Practical Use" online at [www.dca.ca.gov/publications/small\\_claims](http://www.dca.ca.gov/publications/small_claims). You may also order a free copy by calling the DCA Publication Hotline at 866-320-8652, or by writing to them at: DCA, Office of Publications, Design and Editing, 1625 North Market Blvd., Suite N-112, Sacramento, CA 95834.

Sincerely,

*Jessica Rodriguez*

Jessica Rodriguez  
Staff Services Analyst  
559-337-5281  
[jessica.rodriguez@calcivilrights.ca.gov](mailto:jessica.rodriguez@calcivilrights.ca.gov)

**Notice of Case Closure and Right to Sue**  
**February 21, 2025**  
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Cc:  
Hayward Unified School District  
c/o Griselda Maldonado  
Via email: [gmaldonado@husd.k12.ca.us](mailto:gmaldonado@husd.k12.ca.us)