



The Political Landscape & Black Workers

2025 Resource Guide



How Black Workers Can Protect Their Rights

The Legal Defense Fund curated a short list of five protections that Federal Workers have, despite any scare tactics brought on by the government.

- Federal employees have the right to be free from discrimination.
 - The Civil Rights Act of 1964 is the law of the land, and its Title VII provision protects all workers from discrimination in hiring, firing, pay, job assignments, and benefits. It also protects against on-the-job harassment or intimidation based on race, color, religion, sex, sexual orientation, gender identity, and national origin. Other laws protect against discrimination on the basis of age, disability, military service, and genetic information.
 - Federal workers seeking to remedy discrimination they are experiencing generally must report any incidents of discrimination to their employer's Equal Employment Opportunity (EEO) officer within 45 days.
 - [EEOC Process](#)
- Federal employees have the right to free speech, but there are certain limits to what they can say or do.
 - An employee's First Amendment rights are strongest when speaking in their personal capacity — outside the workplace and off official devices.
- There are legal protections for federal employees who report discrimination or disclose wrongdoing.
- There are federal laws and rules that prohibit retaliation against federal employees who report illegal discrimination.
- The Government Accountability Project Democracy Protection Initiative has put together a guide to whistleblowing for federal employees.
 - [Guide to Whistleblowing For Federal Employees](#)

Many federal employees have other rights provided by civil service statutes and regulations.

- Civil service laws provide different protections depending on a federal employee's position, classification, tenure, and other circumstances. These important rights are intended to promote the apolitical expertise and job security that civil servants need to serve the country effectively, and to protect against corruption and improper influence.
- Federal employees who have completed an initial period on the job (usually between one or two years) are often protected against arbitrary or politically motivated termination.
- Federal Employees have the right to make informed decisions.
- Federal employees don't need to make important decisions alone. Federal employees who are concerned about potential violations of their rights should seek legal advice from an employment lawyer or consult with a union representative as soon as possible.





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Resources

- Los Angeles Legal Aid Foundation
 - (800) 399-4529
 - <https://lafla.org/get-help/>
- California Civil Rights Department
 - 800-884-1684
 - www.calcivilrights.ca.gov
- Cal/Osha
 - 833-579-0927
 - <https://www.dir.ca.gov/dosh/complaint.htm>
- California Labor Commissioner's Office
 - 1-833-526-4636
 - www.dir.ca.gov/dlse
- The Office of Wage Standards
 - (844) 924-3752
 - wagesla@lacity.org
- Civil and Human Rights Office
 - (213) 978-1845
 - <https://cityoflaprod.service-now.com/DE>
- Los Angeles Black Worker Center - Legal Clinic
 - <https://lablackworkercenter.org/legal-clinic/>
- DEI rollback list:
 - <https://www.forbes.com/sites/conormurray/2025/03/22/mlb-removes-references-to-diversity-from-careers-website-here-are-all-the-companies-rolling-back-dei-programs/>
- Partnership for Public Service Federal Employee Resource Hub
 - <https://ourpublicservice.org/supporting-federal-employees-through-change/>
- Civil Servant Strong
 - <https://www.civilservicestrong.org/resources>
- Cutting the Federal Budget
 - <https://capitalbnews.org/black-federal-workers-jobs-trump/>
- Federal Budget Resources
 - <https://calbudgetcenter.org/resources/how-republican-led-budget-cuts-could-impact-californians-in-every-congressional-district/>
 - <https://www.cbpp.org/research/poverty-and-inequality/2025-budget-stakes-cuts-would-widen-economic-disparities-for-many>

