
THIRD READING

Bill No: AB 935
Author: Ransom (D), et al.
Amended: 9/5/25 in Senate
Vote: 21

SENATE JUDICIARY COMMITTEE: 11-1, 7/1/25
AYES: Umberg, Allen, Arreguín, Ashby, Caballero, Durazo, Laird, Stern, Wahab,
Weber Pierson, Wiener
NOES: Niello
NO VOTE RECORDED: Valladares

SENATE EDUCATION COMMITTEE: 5-1, 7/16/25
AYES: Pérez, Cabaldon, Cortese, Gonzalez, Laird
NOES: Ochoa Bogh
NO VOTE RECORDED: Choi

SENATE APPROPRIATIONS COMMITTEE: 5-2, 8/29/25
AYES: Caballero, Cabaldon, Grayson, Richardson, Wahab
NOES: Seyarto, Dahle

ASSEMBLY FLOOR: 62-10, 6/3/25 - See last page for vote

SUBJECT: State agencies: complaints: demographic data

SOURCE: Author

DIGEST: This bill requires the Superintendent of Public Instruction and the Civil Rights Department (CRD) to collect and, beginning in 2027, publish specified information relating to complaints of prohibited discrimination.

Senate Floor Amendments of 9/5/25 clarify that the CRD is required to collect demographic information relating to discrimination complaints only to the extent the complainant reported such demographic information.

Senate Floor Amendments of 9/4/25 incorporate technical assistance from CRD.

ANALYSIS:

Existing law:

- 1) Provides that it is the policy of the State of California to afford all persons in public schools, regardless of their disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic contained in the definition of hate crimes in Penal Code section 422.55, including immigration status, equal rights, and opportunities in the educational institutions of the state, and that no person shall be subjected to discrimination on these enumerated bases in any program or activity conducted by an educational institution that receives, or benefits from, state financial assistance, or enrolls pupils who receive state student financial aid. (Ed. Code, §§ 200, 220.)
- 2) Requires the Superintendent to establish and implement a system of complaint processing, known as Uniform Complaint Procedures, for processing specified types of educational complaints, including the filing of complaints that allege unlawful discrimination, harassment, intimidation, or bullying against any protected group identified under 1) and 3), or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics, in any program or activity conducted by an educational institution that is funded directly by, or that receives or benefits from, any state financial assistance. (Ed. Code, § 33315.)
- 3) Establishes the CRD, which, among other things, receives, investigates, conciliates, mediates, and prosecutes complaints alleging a violation of specified laws, including:
 - a) The Unruh Civil Rights Act (Civ. Code, § 51);
 - b) The Ralph Civil Rights Act (Civ. Code § 51.7);
 - c) Statutes protecting the rights of individuals with disabilities and medical conditions (Civ. Code, §§ 54-54.2);
 - d) Statutes prohibiting discrimination on the basis of specified characteristics in programs and activities conducted or operated by the state, or receiving financial assistance from the state, including in education. (Ed. Code, §§ 200, 220; Gov. Code, § 11135); and
 - e) The Fair Employment and Housing Act (FEHA) (Gov. Code, tit. 2, div. 3, pt. 2.8, ch. 6, §§ 12940 et seq.). (Gov. Code, § 12930.)

Former state law established the Task Force to develop reparations proposals for African Americans, with special consideration for African Americans who are descended from persons enslaved in the United States, and provided that the Task Force statutes would remain in effect until July 1, 2023, and as of that date be repealed. (former Gov. Code, §§ 8301-8301.7, repealed by Gov. Code § 8301.7.)

This bill:

- 1) Requires the Superintendent, beginning July 1, 2026, upon receipt of a complaint that alleges unlawful discrimination, harassment, intimidation, or bullying received by the Department of Education (DOE) to collect all of the following information:
 - a) The self-identified protected group of the complainant, if voluntarily provided.
 - b) A description of the complaint received.
 - c) Any action taken by the DOE in response to the complaint and the timeline for that action.
 - d) The disposition of the complaint.
- 2) Requires the DOE, beginning July 1, 2027, and annually thereafter, to create and post on the DOE's website a summary report of the information collected pursuant to 1).
 - a) The summary report shall not include the personally identifiable information of any complainant and shall be sufficiently deidentified to prevent the identification of the individuals identified in the complaint.
 - b) The collection, publication, and transmission of data described in 1)-2) shall comply with all applicable state and federal privacy laws.
- 3) Requires the CRD to collect all of the following information in a complaint received by the CRD:
 - a) Demographic data relative to the ethnicity, race, gender, and other demographic information from the individual submitting the complaint in compliance with all applicable state and federal laws, to the extent it is reported by the complainant.

- b) Any final action taken by the CRD in response to the complaint received and the timeline between the date the complaint was filed with the CRD and the final action taken by the CRD.
 - c) The disposition of the complaint.
- 4) Requires the CRD, beginning July 1, 2027, to publish the data described in 3) on its website, except for personal identifying information, which shall be deemed confidential.
- a) The summary report shall not include the personally identifiable information of any complainant and shall be sufficiently deidentified to prevent the identification of the individuals identified in the complaint.
 - b) Provides that the publication and transmission of data described in 3) and 4) shall comply with all applicable state and federal laws.

Comments

Current law requires the Superintendent of Public Instruction (Superintendent), the Department of Education (DOE) and the Civil Rights Department (CRD) to collect complaints of allegations of prohibited discrimination, including harassment, intimidation, or bullying, on the basis of the victim's protected characteristic(s).

This bill is intended to implement one of the recommendations of the Task Force to Study and Develop Reparation Proposals for African Americans by providing more transparency into the complaints of discrimination filed with the DOE and CRD and their resolution. Specifically, this bill requires the Superintendent and the CRD to collect, and the DOE and the CRD to publish specified information relating to discrimination complaints received by the respective entities.

FISCAL EFFECT: Appropriation: No Fiscal Com.: Yes Local: No

According to the Senate Appropriations Committee, the fiscal impact is as follows:

- CRD anticipates requesting \$650,000 in FY 2026-2027 and ongoing for its data collection, data management, and reporting obligations under this bill. This includes resources for data analyst positions, and technology related to data cleaning and software licenses, among other costs. In addition, CRD anticipates an increase in inquiries to its Contact Center and an increase in Public Records Act requests. If AB 935 results in a significant increase in inquiries and requests to CRD, then CRD would require additional resources and program staff to handle the increased workload.

- Costs (General Fund) to CDE, possibly in the hundreds of thousands to low millions of dollars annually for data collection, data management, and reporting to the Bureau.

SUPPORT: (Verified 9/5/25)

Board of Supervisors of the City and County of San Francisco
NAACP California-Hawai'i State Conference

OPPOSITION: (Verified 9/5/25)

None received

ARGUMENTS IN SUPPORT: NAACP California-Hawai'i State Conference:

AB 935 takes a critical step toward strengthening California's civil rights infrastructure by requiring the Civil Rights Department and the California Department of Education to collect and publish anonymized demographic data—including race, ethnicity, and gender—from individuals submitting complaints. In addition to this demographic data, the bill mandates the disclosure of complaint descriptions, actions taken, and outcomes, all while protecting the personal privacy of individuals involved.

This bill builds on California's legacy of civil rights protections, such as the Unruh Civil Rights Act and the Fair Employment and Housing Act, by modernizing how we track and respond to acts of discrimination. It also reinforces the importance of fairness in our public school systems through alignment with the Uniform Complaint Procedures that address harassment and bullying. These provisions are especially important for our youth, who must be able to learn in environments free from prejudice and harm.

ASSEMBLY FLOOR: 62-10, 6/3/25

AYES: Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Arambula, Ávila Fariás, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Connolly, Elhawary, Fong, Gabriel, Garcia, Gipson, Mark González, Haney, Harabedian, Hart, Irwin, Jackson, Kalra, Krell, Lee, Lowenthal, McKinnor, Muratsuchi, Nguyen, Ortega, Pacheco, Papan, Patel, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Celeste Rodriguez, Michelle Rodriguez, Rogers, Blanca Rubio, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Valencia, Wallis, Ward, Wicks, Wilson, Zbur, Rivas
NOES: Davies, DeMaio, Dixon, Ellis, Gallagher, Hadwick, Macedo, Patterson, Sanchez, Tangipa

NO VOTE RECORDED: Castillo, Chen, Flora, Jeff Gonzalez, Hoover, Lackey,
Ta

Prepared by: Allison Whitt Meredith / JUD. / (916) 651-4113
9/8/25 21:26:42

**** **END** ****