

Comparable Jurisdictions Anti-Harassment/Anti-Retaliation Remedies & Enforcement

Jurisdictions	Administrative Citations	Affirmative Defense in UD Lawsuit?	Civil penalties	Criminal Conviction	Criminal Penalties	Damages (general)	Declaratory or other equitable relief	Emotional Distress	Injunction /Enjoinder
Mountain View	n/a	✓	3x actual damages (min \$1,000)	n/a	n/a	Actual damages; punitive damages; treble damages	✓	✓	✓
Antioch	n/a	✓	3x actual damages (min \$2,000)	Infraction; Misdemeanor; Imprisonment up to 6 mos.	\$1,000 each offense	Actual damages; punitive damages; treble damages	✓	✓	✓
Alameda	\$250 1st offense, \$500 2nd \$1,000 3rd	n/a	Between \$2,500 and \$10,000	Infraction; Misdemeanor; Imprisonment up to 6 mos.	\$250 each offense (infractions); \$1,000 each offense (misdemeanors)	Actual damages; punitive damages	n/a	n/a	n/a
Bell Gardens	City Council resolution	✓	\$1,000 each offense	Misdemeanor; Imprisonment up to 6 mos.	\$1,000	Direct money damages	✓	n/a	✓
Berkeley	n/a	n/a	Between \$1,000 and \$10,000	n/a	n/a	Actual damages; treble damages	n/a	✓	✓
Chula Vista	City Attorney or Enforcement Officer	✓	Between \$2,000 and \$5,000 each offense	Infraction; Misdemeanor; Imprisonment up to 6 mos.	\$1,000	Direct money damages	✓	n/a	✓
Concord	n/a	n/a	Between \$2,000 and \$5,000 each offense	n/a	n/a	Actual damages ; direct money damages; punitive damages; statutory damages; treble damages	n/a	✓	✓
Cudahy	City Council resolution	✓	\$1,000 each offense	Misdemeanor; Imprisonment up to 6 mos.	\$1,000	Direct money damages	✓	n/a	✓
Culver City	up to \$1,000	n/a	Civil penalties	Misdemeanor	n/a	n/a	✓	n/a	✓
East Palo Alto	n/a	✓	n/a	Infraction; Misdemeanor; Max penalty allowed under state law	n/a	Actual damages; punitive damages	n/a	n/a	✓
Hayward	City Attorney	n/a	\$5,000 each offense	Infraction; Misdemeanor; Imprisonment up to 6 mos.	\$100 1st \$200 2nd \$500 3rd \$1,000 (Misdemeanor)	Actual damages; treble damages	n/a	✓	✓
Inglewood	Procedure Code	n/a	n/a	n/a	Misdemeanor	Actual damages; punitive damages; treble damages	n/a	n/a	n/a
Los Angeles City	n/a	✓	\$10,000 each offense	Infraction; Misdemeanor; Imprisonment up to 6 mos.	\$1,000 each offense (Misdemeanor)	Actual damages	n/a	n/a	✓
Los Angeles County	Up to \$1,000 fine	n/a	Between \$2,000 and \$5,000 each offense	Misdemeanor; Imprisonment up to 6 mos.	\$1,000 each offense (Misdemeanor)	Direct money damages	✓	n/a	✓
Oakland	City Council resolution	n/a	3 x actual damages (min \$1,000);	n/a	n/a	Actual damages; punitive damages; special damages; statutory damages; treble damages	✓	✓	✓
Pasadena	n/a	✓	Tenants must opt-in if filed by City Attorney	Infraction; Misdemeanor	n/a	Actual damages; treble damages	n/a	n/a	✓
Richmond	n/a	n/a	3 x actual damages (min \$1,000)	n/a	n/a	Actual damages; punitive damages; treble damages	✓	✓	✓
San Francisco	n/a	✓	3x actual damages (min \$1,000)	Misdemeanor; Imprisonment up to 6 mos.	n/a	Actual damages; punitive damages; statutory damages; treble damages	n/a	✓	✓
Santa Monica	n/a	✓	Between \$1,000 and \$10,000	Misdemeanor; Imprisonment up to 6 mos.	\$1,000	Actual damages; punitive damages; statutory damages	n/a	n/a	✓
West Hollywood	n/a	n/a	up to \$10,000	Misdemeanor; Imprisonment up to 6 mos.	\$1,000	Actual damages; punitive damages; statutory damages	n/a	n/a	✓
Emeryville	n/a	n/a	n/a	n/a	n/a	Money damages	n/a	n/a	✓
Long Beach	n/a	n/a	Between \$2,000 and \$5,000 each offense	n/a	n/a	Direct money damages	n/a	n/a	✓
Union City	n/a	n/a	n/a	n/a	n/a	Money damages	n/a	n/a	✓

Comparable Jurisdictions Anti-Harassment/Anti-Retaliation Remedies & Enforcement

[illegible]