



**FY
23**

District of Columbia Office of Human Rights
**Sexual Harassment Data
Collection Act Report**



*** GOVERNMENT OF THE
DISTRICT OF COLUMBIA
DC MURIEL BOWSER, MAYOR

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FY
23 District of Columbia Office of Human Rights
Sexual Harassment Data
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Fiscal Year 2023 Sexual Harassment Data Collection Act Report

Executive Summary

This Fiscal Year 2023 Sexual Harassment Data Collection Act Report consolidates the information provided to the Office of Human Rights (OHR) by District government agencies under the Sexual Harassment Data Collection and Reporting Act of 2022 (the “Act”). Under the Act, District government agencies must track and report annually on sexual harassment complaints their employees raise, the outcomes of those complaints, and any financial settlements resulting from those complaints each fiscal year. This report includes information provided by District government agencies for the time period from October 1, 2022, to September 30, 2023. With the collected data, OHR is required to submit an annual report to the Council and the Office of the Attorney General, pursuant to D.C. Code §1-546.03(b). This report complies with this requirement.

OHR is steadfast in its commitment to working with District government agencies to establish and maintain safe, respectful, and inclusive workplaces for all employees, interns, grantees, contractors, customers, clients, and members of the public. This Sexual Harassment Data Collection Act Report is a step toward providing transparency of the workplace environment and offers valuable data for identifying patterns and areas of risk related to sexual harassment complaints at District government agencies.

Understanding the Report

D.C. Code § 1-546.02 requires agencies to track and report to OHR, the number of sexual harassment complaints made by the agency’s employees, which

1. Have been reported;
2. Have been resolved by mediation;
3. Have been investigated;
4. Have been substantiated through investigation;
5. Have been deemed unsubstantiated through investigation;
6. Have resulted in administrative or disciplinary action against one or more individuals determined to have sexually harassed the complainant;
7. Have resulted in legal action;
8. Have resulted in a financial settlement;
9. Are pending; and
10. The total amounts of all financial settlements resulting from sexual harassment complaints involving the agency in FY23

This report provides information on District government agencies’ reporting status and the reported information required by the Act.

The first table below (Table A) shows agencies which had zero reported sexual harassment complaints in FY23. The second table (Table B) lists agencies that reported one or more sexual harassment complaints and the corresponding data.

Agency Reporting Status

A total of eighty-seven (87) agencies reported their data to OHR and this represents 100% reporting compliance.

Reported Data

Table A: Agencies with Zero Complaints

The below agencies reported zero sexual harassment complaints and zero for all other categories under DC Code § 1-546.02.

AGENCIES WITH ZERO COMPLAINTS IN FY23		
	Agency Name	Number of Reported Sexual Harassment Complaints by Agency Employees in FY23
1	Alcoholic Beverage and Cannabis Administration (ABCA)	0
2	Board of Ethics and Government Accountability (BEGA)	0
3	Commission on the Arts and Humanities (CAH)	0
4	Contract Appeals Board (CAB)	0
5	Corrections Information Council (CIC)	0
6	Criminal Justice Coordinating Council (CJCC)	0
7	Department of Buildings (DOB)	0
8	Department of Corrections (DOC)	0
9	Department of Employment Services (DOES)	0
10	Department of General Services (DGS)	0
11	Department of Health Care Finance (DHCF)	0
12	Department of Housing and Community Development (DHCD)	0
13	Department of Insurance, Securities, and Banking (DISB)	0
14	Department of Licensing and Consumer Protection (DLCP)	0
15	Department of Motor Vehicles (DMV)	0
16	Department of Small and Local Business Development (DSBLD)	0
17	Department on Disability Services (DDS)	0

AGENCIES WITH ZERO COMPLAINTS IN FY23		
	Agency Name	Number of Reported Sexual Harassment Complaints by Agency Employees in FY23
18	District of Columbia Board of Elections (BOE)	0
19	District of Columbia Housing Financing Agency (DCHFA)	0
20	District of Columbia National Guard — Operations (DCNG)	0
21	District of Columbia Retirement Board (DCRB)	0
22	District of Columbia Sentencing Commission (DCSC)	0
23	District of Columbia State Athletics Commission (DCSAA)	0
24	Green Finance Authority (GFA)	0
25	Health Benefit Exchange Authority (DCHBX)	0
26	Homeland Security and Emergency Management Agency (HSEMA)	0
27	Office for Students in the Care of DC (SCDC)	0
28	Office of Cable Television, Film, Music, and Entertainment (OCTFME)	0
29	Office of Contracting and Procurement (OCP)	0
30	Office of Disability Rights (ODR)	0
31	Office of Employee Appeals (OEA)	0
32	Office of Human Rights (OHR)	0
33	Office of Labor Relations and Collective Bargaining (OLRCB)	0
34	Office of Police Complaints (OPC)	0
35	Office of Risk Management (ORM)	0
36	Office of the Chief Technology Officer (OCTO)	0
37	Office of the City Administrator (OCA)	0
38	Office of the DC Auditor (ODCA)	0
39	Office of the Deputy Mayor for Education (DME)	0
40	Office of the Deputy Mayor for Health and Human Services (DMHHS)	0
41	Office of the Deputy Mayor for Operations and Infrastructure (DMOI)	0
42	Office of the Deputy Mayor for Public Safety and Justice (DMPSJ)	0

AGENCIES WITH ZERO COMPLAINTS IN FY23		
	Agency Name	Number of Reported Sexual Harassment Complaints by Agency Employees in FY23
43	Office of the Inspector General (OIG)	0
44	Office of the People's Counsel (OPC-PSC)	0
45	Office of the Secretary (OS)	0
46	Office of the Senior Advisor (OSA)	0
47	Office of the Tenant Advocate (OTA)	0
48	Office of Victim Services and Justice Grants (OVSJG)	0
49	Office of Zoning (OZ)	0
50	Public Charter School Board (DCPCS)	0
51	Public Employee Relations Board (PERB)	0
52	Public Service Commission (PSC)	0
53	Real Property Tax Appeals Commission (RPTAC)	0
54	Rental Housing Commission (RHC)	0
55	State Board of Education (SBOE)	0
56	Workforce Investment Council (WIC)	0

Table B: Agencies with One or More Complaints

The below table lists agencies that reported one or more sexual harassment complaints and the corresponding data under the Act.

NOTE: The numbers in columns below may not add up to other columns, such as Columns (A) or Column (D). This is possible due to some agencies having data points that were not required to be reported by the Act, such as complaints that have been withdrawn, complaints where the parties agreed to an informal resolution, or complaints from prior fiscal years being investigated and a determination made in a later fiscal year. Questions about the data should be directed to specific agencies.

AGENCIES WITH ONE OR MORE COMPLAINTS IN FY23											
	A	B	C	D	E	F	G	H	I	J	K
	Agency	Complaints Reported in FY23	Resolved by Mediation	Investigated ¹	Deemed Unsubstantiated through investigation	Deemed Substantiated through Investigation	Resulted in Administrative or Disciplinary Action	Resulted in Legal Action	Resulted in Financial Settlement	Total Dollar Amount of Financial Settlements in FY23	Pending
1	District of Columbia Public Schools (DCPS)	24	0	24	5	3	3	0	0	\$0	9
2	Metropolitan Police Department (MPD)	12	0	12	9	1	1	0	0	\$0	2
3	Office of the State Superintendent of Education (OSSE)	7	0	7	6	0	0	0	0	\$0	1

¹ May include number of complaints pending.

AGENCIES WITH ONE OR MORE COMPLAINTS IN FY23

	A	B	C	D	E	F	G	H	I	J	K
	Agency	Complaints Reported in FY23	Resolved by Mediation	Investigated ¹	Deemed Unsubstantiated through investigation	Deemed Substantiated through Investigation	Resulted in Administrative or Disciplinary Action	Resulted in Legal Action	Resulted in Financial Settlement	Total Dollar Amount of Financial Settlements in FY23	Pending
4	Fire and Emergency Medical Services Department (FEMS)	5	0	5	1	3	4	1	0	\$0	0
5	Department of Behavioral Health (DBH)	5	0	5	2	0	1	0	0	\$0	1
6	Department of Youth Rehabilitation Services (DYRS)	5	0	5	4	1	0	0	0	\$0	2
7	District of Columbia Public Library 1 (DCPL)	5	0	5	4	0	0	0	0	\$0	1
8	Department of Public Works (DPW)	4	0	3	2	1	1	0	0	\$0	1
9	District Department of Transportation (DDOT)	4	0	4	2	2	1	0	0	\$0	0
10	Department of Parks and	3	0	3	3	0	0	2	0	\$0	2

AGENCIES WITH ONE OR MORE COMPLAINTS IN FY23											
	A	B	C	D	E	F	G	H	I	J	K
	Agency	Complaints Reported in FY23	Resolved by Mediation	Investigated ¹	Deemed Unsubstantiated through investigation	Deemed Substantiated through Investigation	Resulted in Administrative or Disciplinary Action	Resulted in Legal Action	Resulted in Financial Settlement	Total Dollar Amount of Financial Settlements in FY23	Pending
	Recreation (DPR)										
11	Department of Energy and Environment (DOEE)	2	0	2	2	0	0	0	0	\$0	0
12	Department of Forensic Sciences (DFS)	2	0	2	2	0	0	0	0	\$0	0
13	Department of Human Resources (DCHR)	2	1	2	2	0	0	1	1	\$10,000	0
14	Office of the Deputy Mayor for Planning and Economic Development (DMPED)	2	0	2	0	2	1	2	0	\$0	2
15	Office of Neighborhood Safety and Engagement (ONSE)	2	0	1	1	0	0	0	0	\$0	0
16	Office of Unified Communications (OUC)	2	0	2	2	0	0	0	0	\$0	0
17	Child and Family	1	0	1	1	0	0	0	0	\$0	0

AGENCIES WITH ONE OR MORE COMPLAINTS IN FY23

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	Services Agency (CFSA)										
18	Department of Human Services (DHS)	1	0	1	1	0	0	0	0	\$0	0
19	Department of Aging and Community Living (DACL)	1	0	1	0	1	0	0	0	\$0	0
20	Department of For-Hire Vehicles (DFHV)	1	0	1	1	0	0	0	0	\$0	0
21	Department of Health (DOH)	1	0	2	1	1	1	0	0	\$0	0
22	Executive Office of the Mayor (EOM)	1	0	1	1	0	0	0	0	\$0	0
23	Mayor's Office on Returning Citizen Affairs (MORCA)	1	0	1	0	1	1	0	0	\$0	0
24	Not-for-Profit Hospital Corporation (NFPHC)	1	0	0	1	0	0	0	0	\$0	0

AGENCIES WITH ONE OR MORE COMPLAINTS IN FY23

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25	Office of Administrative Hearings (OAH)	1	0	1	1	0	0	0	0	\$0	0
26	Office of the Chief Medical Examiner (OCME)	1	1	0	0	0	0	0	0	\$0	0
27	Office of Planning (OP)	1	0	1	1	0	0	0	0	\$0	0
28	Office of the Attorney General (OAG)	1	0	1	1	0	0	0	0	\$0	0
29	Office of the Chief Financial Officer (OCFO)	1	0	1	1	0	0	0	0	\$0	0
30	University of the District of Columbia (UDC)	1	0	1	1	0	0	0	0	\$0	0
31	District of Columbia Water and Sewer Authority (DC Water)	1	0	1	1	0	0	0	0	\$0	0
		101	2	98	59	16	14	6	1	\$10,000	21

Fiscal Year 2023 Sexual Harassment Data Collection Act Report

Reporting and Filing Sexual Harassment Complaints

Reporting to the Agency

Individuals who believe they have been subjected to inappropriate workplace conduct of a sexual nature should report the inappropriate conduct to: (1) a Sexual Harassment Officer (“SHO”) of their agency; (2) a SHO from any other agency; (3) the supervisor or manager of the employee engaging in inappropriate conduct; (4) their own supervisor; or (5) the agency’s general counsel.

Allegations of sexual harassment against the Mayor, City Administrator, Mayor’s Chief of Staff, Mayor’s Senior Advisor, Director of the Mayor’s Office of Legal Counsel, any Deputy Mayor, or any official who directly reports to the Mayor will be referred to Office of the Inspector General to determine if the allegation is credible, and if so, for referral for an outside independent investigation.

NOTE: All complaints of sexual harassment and the investigations into such complaints are confidential and may only be disclosed in strict accordance with Mayor’s Order 2023-131 and consistent with the investigation and resolution of the complaint.

For more information on the internal reporting process, procedures, notice requirements, and training requirements, please see [Mayor’s Order 2023-131](#).

Filing a Legal Sexual Harassment Complaint

Persons may also file a legal sexual harassment complaint with the D.C. Office of Human Rights (OHR) or applicable courts (e.g., D.C. Superior Court) within one year of the incident or discovery thereof. OHR can be contacted at the below:

DC OFFICE OF HUMAN RIGHTS
441 4th Street NW, Suite 570 North
Washington, DC 20001
Phone: (202) 727-4559
Fax: (202) 727-9589
Website: ohr.dc.gov
Email: ohr@dc.gov
TTY: 711

Individuals may also file a sexual harassment complaint with the U.S. Equal Employment Opportunity Commission (EEOC) within 300 days of the incident or discovery thereof. Please note that the EEOC and OHR have a workshare agreement and any filing with one agency may be considered dual filed with the other agency. For more information on the EEOC process and requirements, please visit: [Sexual Harassment | U.S. Equal Employment Opportunity Commission](#)