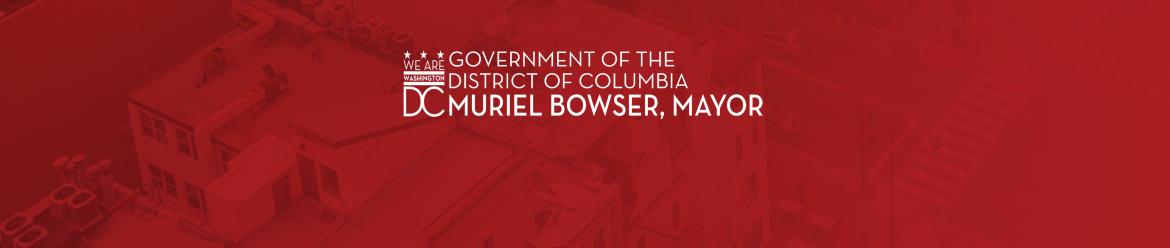
# Office of Human Rights **District of Columbia**

# INCREASE UNDERSTANDING **REDUCE PREJUDICE** END DISCRIMINATION

Learn About Your Rights or File a Discrimination Complaint at OHR.DC.GOV or call 202-727-4559



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#### WHAT WE DO

The Office of Human Rights (OHR) is a DC government agency dedicated to investigating, mediating, adjudicating, and prosecuting complaints of discrimination. In addition to addressing individual complaints, OHR actively works to prevent discrimination through outreach, education, and awareness campaigns

If you believe you have experienced discrimination in DC - related to employment, housing, public accommodations/government services, or educational institutions - you can file a complaint with our office at no cost. If a probable cause is found, your case will be certified for a full hearing to determine whether a violation of the law occurred. If discrimination is proven, monetary or other remedies may be awarded. Throughout the process, OHR offers mediation and conciliation opportunities to help reach resolutions.

#### HOW WE SERVE THE DISTRICT

- Investigating Complain
- Mediating Complaints
- Prosecuting Cases of P (Private Sector)
- Preventing Discrimination through Education and Training
- Ensuring Compliance with Anti-

- Addressing Youth Bullying in DC Schools
- Securing Language Access
- Creating Safer Spaces
- Protecting Domestic Workers
- Requiring Open Movie Captioning





The DC Human Rights Act (DCHRA) protects residents, commuters, and visitors from discrimination in the areas of employment, housing, public accommodations, and educational institutions based on 23 protected traits. Exceptions apply. Discrimination based on the following traits is prohibited:

- 3. Credit Informatior
- . Disability
- 5. Family Responsibilities
- 6. Familial Status
- Gender Identity & Expression
- 8. Genetic Information
- 9. Homeless Status
- 10. Marital Status
- 11. Matriculation
- 12. National Origin
- 13. Personal Appearance
- 14. Place of Residence or Business

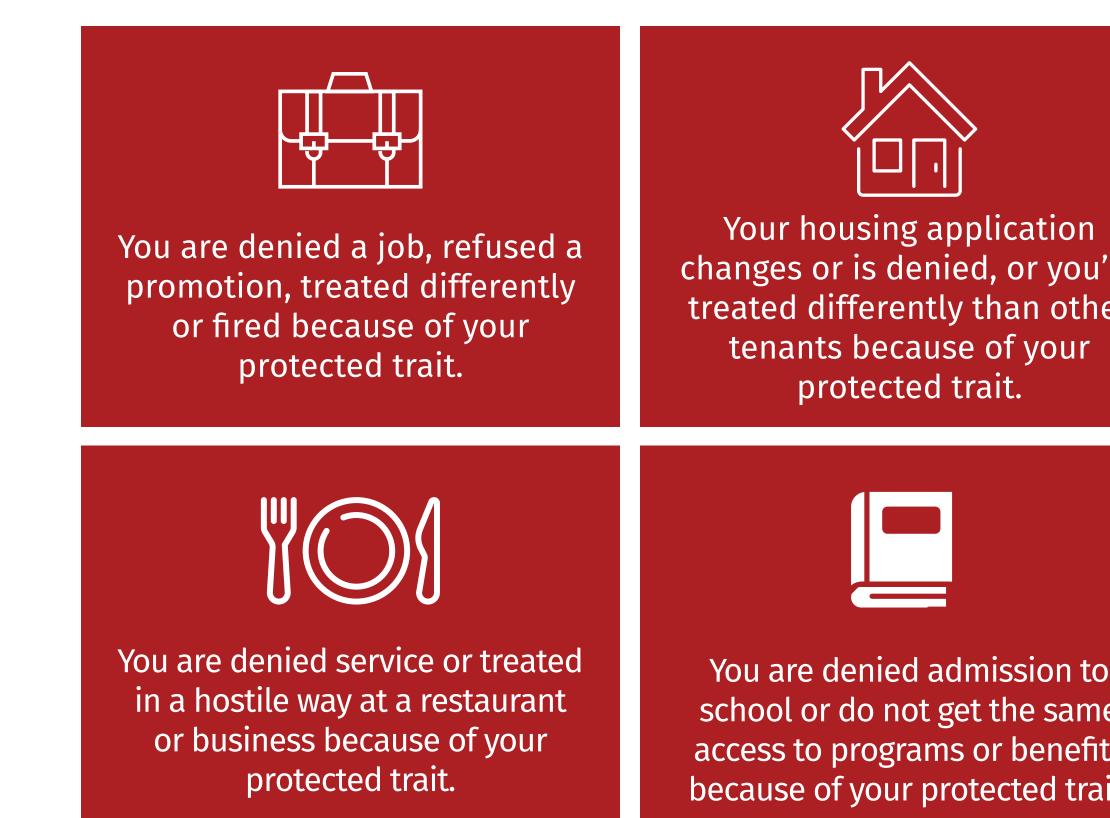
### WHO WE PROTECT

- 15. Political Affiliation
- 16. Race
- 17. Religion
- 18. Sealed Eviction Record
- 19. Sex
- 20. Sexual Orientation
- 21. Source of Income
- 22. Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking (DVSOS)
- 23. Status as a Victim of an Intrafamily Offense

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## WHAT DISCRIMINATION LOOKS LIKE

Discrimination can be obvious. Other times it is more difficult to identify. Here are some scenarios that may be discrimination depending on the details.



### HOW OHR CAN HELP

If you believe you have been discriminated against due to a protected trait, or if you have knowledge of a violation of laws OHR enforces, you can file a complaint with our office by:

Filing a complaint questionnaire: Submit online at ohr.dc.gov/ **complaint** or in-person at 441 4th St NW, Suite 570N.

Intake appointment: OHR will contact you to discuss your incident further once your questionnaire is properly submitted.

Mediation: A mandatory mediation session will be held to attempt

**nvestigation:** If mediation fails, a full investigation into the incident will begin.

**Decision:** If probable cause is found, your case will be sent to an Administrative Law Judge for a hearing on the merits.







## WHEN WE CAN HELP

OHR can take a discrimination complaint if it meets the three criteria below:

he incident occurred in one of the four areas:

- Public Accommodations and DC Government Services
- Housing
- Educational Institutions

#### **Criteria** II:

The incident occurred in the last year. If you are a DC government mplovee. you must first report the complaint to your EEO counselor within 180 days of the incident.

#### Criteria III:

You were treated differently in a harmful way because of one of the protected traits or other local or federal law(s) we enforce.



### SAY "NO" TO YOUTH BULLYING

OHR's Youth Bullying Prevention Program helps youth-serving agencies, schools, and grantees implement effective bullying prevention policies in compliance with the law. We focus on a public health approach, emphasizing prevention, supporting at-risk youth, and addressing incidents to change behaviors rather than relying solely on disciplinary actions.

#### For more information, visit **ohr.dc.gov/page/bullyingprevention**.

### YOUR RIGHT TO LANGUAGE ACCESS

The Language Access Program ensures people who speak limited or no English can access government services in their language by enforcing the Language Access Act of 2004. If you speak little to no English and need services from a DC agency, you must be offered an interpreter and/or translations of vital documents. If you are denied assistance in your language, file a complaint online or in-person at 441 4th St NW, Suite 570N. After filing, we will work to ensure you receive the services you were seeking. Remedies are mandated in cases of law violations.

> For more information, visit ohr.dc.gov/page/language-access-program-information.



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## **CREATING SAFER SPACES FOR VULNERABLE COMMUNITIES**

The Creating Safer Spaces Program fosters inclusive, respectful, and secure environments for our workers in the tipped wage industry and our LGBTQ+ seniors and seniors living with HIV. This initiative addresses the root causes of unsafe environments, promotes proactive measures, and focuses on preventing discrimination, harassment, and violence by implementing comprehensive policies and providing specialized training to individuals and organizations.

For more information, visit **ohr.dc.gov/service/creating-safer-spaces-unit**.

## **PROTECTING DOMESTIC WORKERS** WITH EQUAL RIGHTS

Domestic workers are protected under the DCHRA through the Domestic Workers Employment Rights Amendment Act of 2022. This amendment allows domestic workers to file discrimination claims under the DCHRA's anti-discrimination provisions. While being a domestic worker is not a protected trait, the Act prohibits discrimination based on any of the 18 protected traits for employees. Discrimination includes failing to hire, subjecting workers to a hostile work environment, or retaliating against them for filing a complaint with OHR.





## MAKING THE MOVIE-GOING EXPERIENCE ACCESSIBLE AND INCLUSIVE

The Open Movie Captioning Requirement Amendment Act of 2024 mandates that movie theaters in DC with three or more screens offer a minimum number of open-captioned showings weekly. OHR conducts random compliance reviews, performs at least three annual reviews for qualifying theaters, investigates consumer complaints, and issues violation notices as needed

#### For full details of the Act and OHR's role, visit ohr.dc.gov/page/open-movie-captioning.

#### NOTICE OF NON-DISCRIMINATION

In accordance with the DC Human Rights Act of 1977, as amended, DC Official Code şş2-1401.01 et seq. (Act), the District of Columbia does not discriminate on the base of actual or perceived: race, color, religion, nation origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, credit information, status as a victim of domestic violence, sexual offenses or stalking or place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of the Act 

For more information, visit ohr.dc.gov/page/domestic-workers.
will not be tolerated. Violators will be subject to disciplinary action.

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#### WE ARE HERE FOR YOU

If you have any questions about OHR's work, how to file a complaint, or wish to request training or presentations, please







Visit Us: 441 4th St NW, Suite 570N Washington, DC 20001

Visit our Website: Call us: Fax us: ohr.dc.gov 202-727-4559 202-727-9589

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