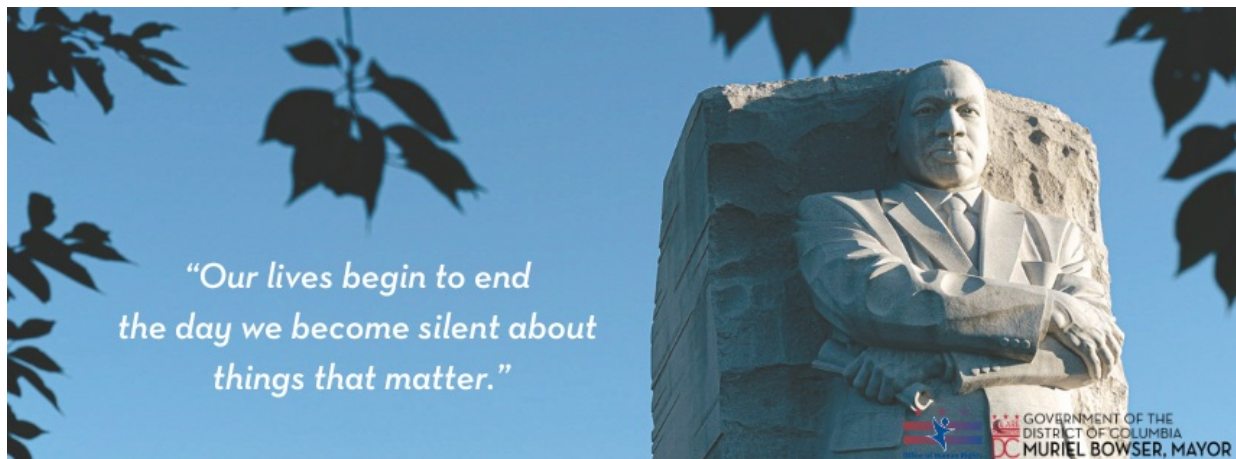




Monthly News & Updates

January 2025
Issue LXXVII (77)



Director's Note

[ግግግግ \(Amharic\)](#) | [ግግ \(Chinese\)](#) | [Français \(French\)](#)
[ግግግ \(Korean\)](#) | [Español \(Spanish\)](#) | [Tiếng Việt \(Vietnamese\)](#)

Dear Residents, Neighbors, and Friends:

Happy New Year!

As January begins, it offers a time for fresh starts - a moment to reflect on the progress we've made and to recommit to the critical work ahead. At the DC Office of Human Rights (OHR), we welcome this new year as an opportunity to renew our dedication to fostering a more inclusive, equitable, and just Washington, DC.

In 2024, we celebrated significant achievements, from engaging with communities through impactful outreach programs to upholding essential protections under the DC Human Rights Act. These milestones were made possible by the unwavering dedication of our team, the collaboration of our community partners, and the trust of the residents we proudly serve.

As we look ahead to 2025, we remain steadfast in our commitment to addressing discrimination in all its forms and helping every individual in our city is treated with dignity and respect. But we know that this work is ongoing, and lasting change requires the collective effort of our entire community. To expand our impact, we need your continued support and active involvement. Only through stronger partnerships and shared dedication can we ensure that everyone, regardless of background, has access to the rights and protections they deserve. I invite each of you to join us in this mission – whether through collaboration, advocacy, or by simply spreading awareness.

This year, we're excited to expand our outreach efforts, enhance racial equity initiatives, and continue advocating for vulnerable populations. From enforcing the DC Open Movie Captioning Requirement Act to supporting the Youth Bullying Prevention Program and broadening access to justice for all, we are committed to advancing our shared vision of a fairer, stronger city - together.

I encourage you to stay connected with us throughout the year - through social media, participating in our programs, or exploring the resources we offer to empower residents with knowledge of their rights. Together, we can create a brighter future for Washington, DC.

Wishing you a year filled with hope, progress, and community!



In Solidarity,

Kenneth Saunders
OHR Director

23 Protected Traits

Protected Traits by Enforcement Area



1. Age
2. Color
3. Disability
4. Family Responsibilities
5. Familial Status
6. Gender Identity
7. Homeless Status
8. Marital Status
9. National Origin
10. Personal Appearance
11. Political Affiliation
12. Race
13. Religion
14. Sex
15. Sexual Orientation
16. Source of Income



1. Age
2. Color
3. Credit Information
4. Disability
5. Family responsibilities
6. Gender identity
7. Genetic information
8. Homeless Status
9. Marital Status
10. Matriculation
11. National origin
12. Personal appearance
13. Political affiliation
14. Race
15. Religion
16. Sex
17. Sexual Orientation
18. Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking



1. Age
2. Color
3. Disability
4. Family Responsibilities
5. Familial Status
6. Gender Identity
7. Homeless Status
8. Marital Status
9. Matriculation
10. National Origin
11. Personal Appearance
12. Place of Residence or Business
13. Political Affiliation
14. Race
15. Religion
16. Sealed Eviction Record
17. Sex
18. Sexual Orientation
19. Source of Income
20. Status as a Victim of an Intrafamily Offense



1. Age
2. Color
3. Disability
4. Family Responsibilities
5. Familial Status
6. Gender Identity
7. Genetic Information
8. Homeless Status
9. Marital Status
10. Matriculation
11. National Origin
12. Personal Appearance
13. Place of Residence or Business
14. Political Affiliation
15. Race
16. Religion
17. Sex
18. Sexual Orientation
19. Source of Income

Under the DC Human Rights Act of 1977, there are 23 protected traits that safeguard individuals from discrimination in employment, housing, public accommodations, and educational institutions. These traits form the foundation for enforcement actions aimed at ensuring that every resident of the District can live free from discrimination.

What's New and Upcoming



2025 Marion Barry Summer Youth Employment Program

Applications for the 2025 Marion Barry Summer Youth Employment Program open on Monday, January 27! This vital program provides DC youth with opportunities to develop valuable skills, explore careers within District Government, and gain meaningful experiences that foster both personal and professional growth.

All DC residents ages 14 to 24 are eligible to apply. For more information about the program and the application process, visit summerjobs.dc.gov.

OHR In the Community



In December 2024, OHR participated in the Mayor’s Annual Senior Holiday Celebration, connecting with the District’s senior community and providing valuable resources designed to support their needs.

The OHR Youth Human Rights Ambassadors convened to reflect on their accomplishments and key learnings from 2024, celebrating their growth and the positive impact of their initiatives. They also engaged in strategic planning for 2025,

brainstorming new activities and setting goals to expand their outreach.



OHR's *Know Your Rights* posters, which highlight Homelessness Status as a protected trait under the DC Human Rights Act, are now displayed at several homeless shelters across the District. To learn more about this protected trait and other rights, visit ohr.dc.gov/protectedtraits.



OHR's Fair Chance Initiative lead, Mr. Charles Thornton was recently recognized by the DC Department of Corrections for his unwavering commitment to advancing voting rights for incarcerated individuals and returning citizens.



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