

# ohr

# 2016

HIGHLIGHTS OF FISCAL YEAR



# Our Mission

The District of Columbia Office of Human Rights (OHR) works to eradicate discrimination, increase equal opportunity and protect human rights for individuals who live in, work in, or visit the District of Columbia. The agency enforces local and federal civil rights laws by providing a legal process to those who believe they have been discriminated against. The local laws OHR enforces include the DC Human Rights Act of 1977, DC Family & Medical Leave Act, Parental Leave Act of 1994, Fair Criminal Record Screening Amendment Act of 2014, Protecting Pregnant Workers Fairness Act of 2014, Language Access Act of 2004, Youth Bullying Prevention Act of 2012 and the Unemployed Anti-Discrimination Act of 2012.

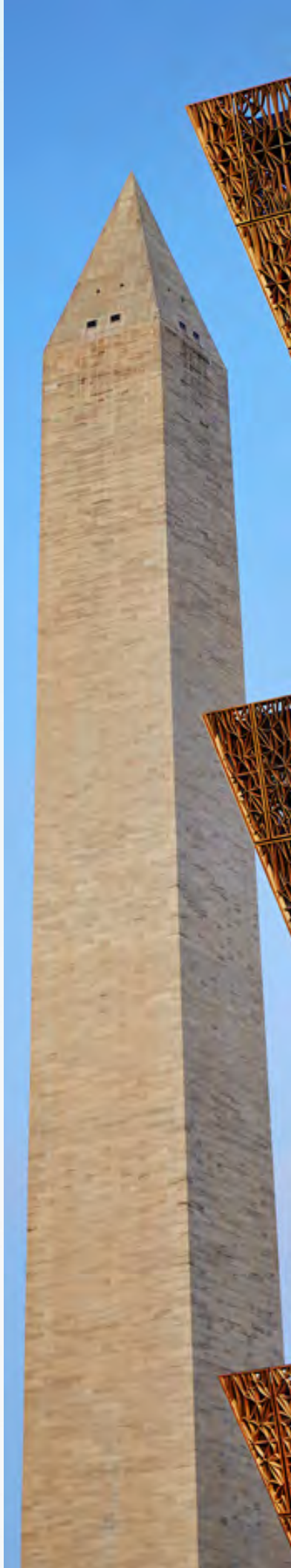
OHR also proactively seeks to end discrimination in the District through proactive policy and awareness initiatives, and by identifying and investigating practices that may be discriminatory. The agency oversees the Language Access Program and the Citywide Youth Bullying Prevention Program.

## **DC Human Rights Act of 1977**

The District of Columbia Human Rights Act of 1977 (HRA) prohibits discrimination in the areas of employment, housing, public accommodations and educational institutions based on 19 protected traits. The Act – one of the most progressive anti-discrimination laws in the nation – allows individuals who believe they were targets of discrimination to file complaints with OHR and receive damages or remedies if discriminatory behavior is found. The Act only applies to discriminatory incidents that occur in the District.

## **Protected Traits**

The HRA prohibits discrimination based on these 19 traits: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, political affiliation, disability, matriculation, familial status, genetic information, source of income, place of residence or business and status as a victim of an intrafamily offense. Some exceptions apply.





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# A Letter from Mayor Muriel Bowser

Dear Residents:

Across our country, the landscape and pulse of our civil rights work have both changed dramatically. We have seen frequent attacks on our rights to live free from prejudice and discrimination, to affordable health care, clean drinking water, public education, and even access to our local voting booths. For many of our neighbors and family around our nation, constant messages rooted in fear have resulted in daily stress and uncertainty regarding their rightful place in our democracy and society.

Since November, I have often said, and I will say again, that here in DC, our values did not change on Election Day, and my Administration will always make the safety of DC residents and visitors our top priority. As we work to strengthen our neighborhoods and spread inclusive prosperity, we will continue defending and advancing the ideals and policies that have made Washington, DC one of the best places in the world to live, work and raise a family.

Just this past March, in recognition of the Cities Day of Immigration Action, my Administration announced \$500,000 in grant funding to ten DC organizations through the Immigrant Justice Legal Services (IJLS) grant program. In Washington, DC, we value diversity and inclusivity, and we believe that our entire city is safer and stronger when all residents know they can call on our government for help. We do not want residents to forgo calling 911 because they fear deportation. We do not want families keeping their children out of school because they fear being asked about their immigration status. And above all else, we do not want any parent to keep a sick child away from the doctor because they fear that a trip to the hospital could result in their family getting torn apart. Applications for FY 2018 grants from this program have been accepted and are currently being reviewed for consideration.

Our city is home to change-makers and cutting edge policy leaders who want the best for DC



and our country. We have seen the unprecedented mobilization of millions of voices rising in support of women's rights, immigrant rights, LGBTQ rights, climate change, and more. Citizens of our country, and in fact

the world, have convened here in Washington to march, fight back and call for change. It is true for Washington, DC that we are safer and stronger not simply because we are diverse, but because we embrace and celebrate our diversity.

In addition, Washington, DC continues to stand firmly as a sanctuary city that will not turn back the clock on our fundamental civil rights. Over the last 8 months, I have signed legislation that expands the number of protected traits to include credit information in the DC Human Rights Act of 1977 from 19 to 20, the most expansive list nationwide. And, starting October 1, 2017, we will begin enforcing the Fair Criminal Record Screening in Housing Act that will extend protection to returning citizens seeking a fair shot at renting a home in which to live.

I continue to call on you as residents and neighbors to stand by our DC values, including but not limited to: respecting the free exercise of religion and love, embracing all DC residents no matter their immigration status, reforming our criminal justice system to provide fair second chances and gaining full access to our country's democracy through statehood.

There is much work to do, but I am energized and encouraged by the voices being raised and the work getting done. As your Mayor, I stand ready and, as always, I welcome you to join me and the team at the Office of Human Rights.

In solidarity,

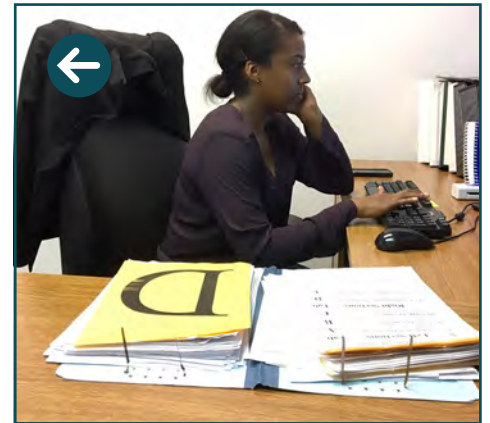
A handwritten signature in black ink that reads "Muriel Bowser". The signature is stylized, with a large, looped "M" and a cursive "Bowser".

Through programs and investigations, OHR staff work to proactively prevent discrimination and address it when it occurs.

OHR's work is concentrated in four areas...

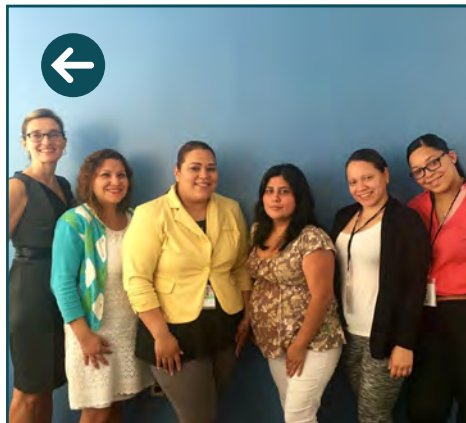
### Complaints of Discrimination

Individuals who believe they experienced discrimination in the District can file a complaint with our office. For no cost, our staff will mediate, investigate the complaint and make a determination that can result in damages being awarded.



### Language Access Program

Our team builds the capacity of District agencies to ensure they communicate with limited or non-English proficient customers in their preferred language. We also investigate complaints when services are denied.



### Citywide Bullying Prevention Program

Our program aims to ensure schools, youth-serving agencies and youth-serving government grantees have the knowledge and expertise to implement research-based methods to prevent bullying and create safe spaces for youth.



### Policy & Awareness Initiatives

Our team develops policy and awareness initiatives, conducts extensive outreach and produces reports that proactively prevent discrimination and educate the public about civil rights laws.



# Complaints of Discrimination

## Complaint Process

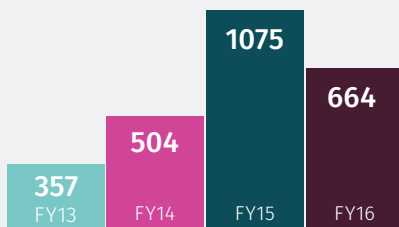
Individuals who believe they have been subjected to discrimination in employment, housing, public accommodations, or educational institutions in the District may file a complaint online or at the OHR office. The complaint process is **cost-free** and **does not require an attorney**. After the initial complaint questionnaire is submitted, an intake interview will be held, and OHR will determine whether it has jurisdiction to investigate the case. Details about the alleged discriminatory incident will also be gathered during the interview. If OHR has jurisdiction, it will docket the case and send it to a **mandatory mediation** session, where the parties will work with an OHR mediator in an attempt to find an agreement that can quickly resolve the case. If an agreement cannot be reached in mediation, OHR will launch a **full investigation**, which can include interviewing witnesses and reviewing relevant documents and policies. After a legal sufficiency review, the Director will determine if there is **probable cause of discrimination** and will send the case to the Commission on Human Rights if probable cause is found. The Commission will review the case, hold hearings to make a final determination and award damages if discrimination is found.

OHR docketed a total of **664 cases** in FY16. Individuals filed **2,048 inquiries**.

*\*Total docketed cases for FY 16 only reflect new cases that were filed docketed for investigation between October 1, 2016 and September 30, 2017. Docketed cases refer to discrimination claims filed that meet jurisdictional requirements by law.*

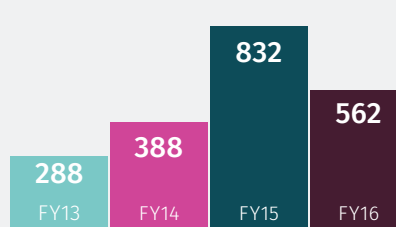
Total Docketed Cases

**664\***



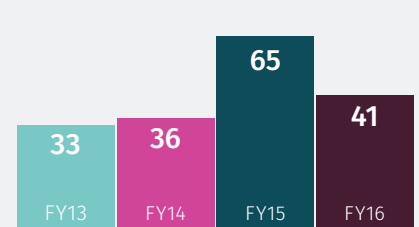
Employment Cases

**562**



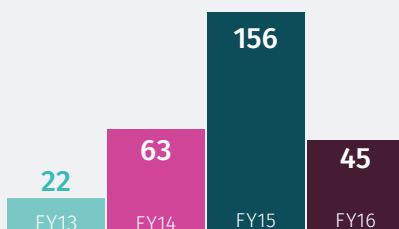
Housing Cases

**41**



Public Accommodation Cases

**45**



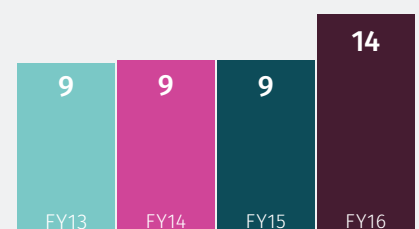
Educational Institution Cases

**2**



Language Access Cases

**14**



## Mediation Program

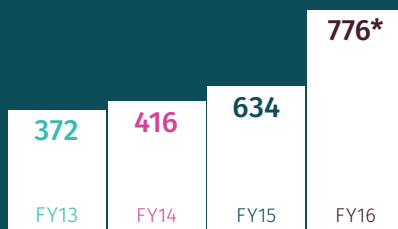
Complaints of discrimination filed with our office must go through a mandatory mediation process. An OHR mediator works with both parties to assist them in finding a mutually agreeable resolution. Agreements can be monetary, or can include other reparations such as job reinstatement, employee training or changes in business practices. In FY16, OHR **mediated 776 cases**. Of the mediated cases, **467 were settled**. In FY16, more than **\$3.89 million** were awarded in settlements during successful mediations. Cases mediated and closed by the mediation program include both cases docketed in FY 16 as well as cases carried over from the previous fiscal period.

**Sex** was the most cited protected trait in FY16 docketed cases, followed by **disability** and **race**.

## Commission on Human Rights

When probable cause of discrimination is found by OHR, a final attempt to encourage settlement is made. If a settlement is not reached, the case is certified to the Commission on Human Rights, which is a quasi-independent body whose primary function is to adjudicate private sector discrimination complaints brought under the DC Human Rights Act and appeals under the Criminal Background Checks for the Protection of Youth Act. An administrative law judge at the Commission reviews the case and recommends a determination to a panel of three Commissioners appointed by the Mayor, who will agree with or modify the determination. In FY16, **31 new cases** were certified to the Commission, up from 18 new cases in FY15. In FY16, 16 cases were closed by decision or order, with **\$512 thousand** in penalties ordered. Moreover, Complainants achieved injunctive relief such as reinstatement to positions, appointment to jobs, restored benefits and seniority, neutral and positive references and other relief. In addition to its adjudication duties, the Commission works with the Georgetown School of Law's Street Law program Rights Ambassador Program, which trains law school students to teach District high school students about the DC Human Rights Act and the UN Universal Declaration of Human Rights.

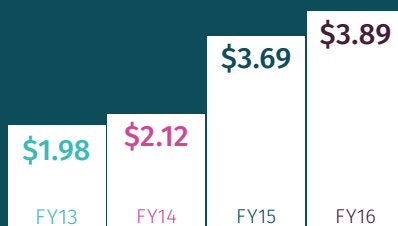
OHR Mediated Cases



In FY 16, the Commission on Human Rights and the Street Law Program worked with over 200 students from nine DC high schools to teach them about the DC Human Rights Act. Over 100 creative projects were submitted and nineteen students were honored at the DC Commission on Human Rights Award for outstanding projects. Nkechi Taifa was also honored with the Neil Alexander Humanitarian Award.

Additionally, the Commission issued a new Litigation Manual and forms to help unrepresented complainants litigate at the Commission. The Commission also conducted a well-attended training with the DC Bar to educate attorneys on litigating before the Commission.

OHR Settlement Amounts  
(in millions)



Commission Penalties

**\$512K**

amount of penalties ordered  
by the Commission

New Cases at Commission

**31**

number of new cases certified  
to the Commission

## FY16 Docketed Cases by Area and Protected Trait

Of the 664 complaints docketed in FY16, some were filed with more than one protected trait. Therefore, the protected traits below do not equal the total number of cases docketed. Fields marked with an “X” indicate that the particular trait is not protected under the Human Rights Act for that area type.

	Employment	Housing	Public Accommodations	Educational Institutions
Age	37	0	0	0
Color	5	1	0	0
Disability	55	12	10	2
Familial Status	X	1	0	0
Family Responsibilities	13	0	0	1
Gender Identity & Expression*	6	1	6	0
Genetic Information	0	X	0	X
Marital Status	4	0	1	0
Matriculation	0	0	0	X
National Origin	30	3	2	0
Personal Appearance	10	0	5	0
Place of Residence or Business	X	0	1	X
Political Affiliation	1	0	0	1
Race	63	0	7	0
Religion	5	0	0	0
Sex	73	0	21	1
Sexual Orientation	15	0	4	0
Source of Income	X	20	0	0
Status as a Victim of an Intrafamily Offense	X	0	X	X
Retaliation (not a protected trait)	83	4	0	1

### DC Family and Medical Leave Act

In FY16, **12 cases were docketed** claiming a violation of the DC Family and Medical Leave Act.

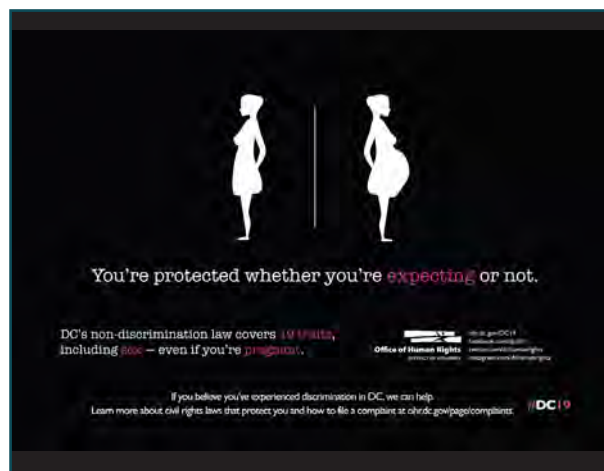
*\*Thirteen of the gender identity or expression cases were discrimination complaints that claimed a violation under the DC Human Rights Act. Additionally, **ninety-two reports** (not listed above) alleged gender-neutral bathroom violations through the #SafeBathroomsDC initiative.*

## Fair Criminal Record Screening Amendment Act (“Ban the Box”)

In December 2014, OHR began enforcing the Fair Criminal Record Screening Amendment Act of 2014 (FCRSA), which prohibits most employers in the District from asking about criminal backgrounds on job applications or during the interview process. The law is part of a national movement to help returning citizens secure employment and stability so they can avoid recidivism. In FY16, OHR continued to conduct extensive outreach to businesses, returning citizens, and community members, which resulted in over **87 outreach activities** and **39 trainings**. Additionally, OHR created a short practice guide which lays out the details of the law, how complaints are processed at OHR, and how OHR interprets the law, including examples of prohibited acts.

OHR received **711 complaint inquiries** and **docketed 362 cases** alleging violations of FCRSA in FY 16. The vast majority were Type A complaints, which allege an employer asked about criminal backgrounds on the application form. Only a handful were Type B, which allege an employer asked about criminal background during the interview process before making a conditional job offer or revoked a business offer without a legitimate business reason.

## Protecting Pregnant Workers Fairness Act



The Protecting Pregnant Workers Fairness Act of 2014 (PPWFA) requires District of Columbia employers to provide reasonable workplace accommodations for employees whose ability to perform job duties is limited because of pregnancy, childbirth, breastfeeding, or a related medical condition. Examples of accommodations can include more frequent or longer breaks as well as time off to recover from childbirth. Individuals who believe they were treated unfairly or denied a reasonable accommodation can file a complaint with OHR. If a violation is found, employers may be required to provide monetary or other relief to the employee.

During FY 16, complainants could file with OHR or the Department of Employment Services (DOES). OHR performed the initial mediation and investigation, and administrative law judges at the Department of Employment Services made a final determination. OHR **docketed 3 cases** alleging violations of PPWFA in FY 16.

### Gender-Neutral Bathroom Reports

The #SafeBathroomsDC initiative, launched in April 2014, asks the public to submit reports of single-stall public bathrooms that are not gender-neutral as required by law. In FY16, **92 reports of non-compliance** were sent to OHR, and **34 new businesses became compliant**. The remaining cases were pending docketing or under investigation. The campaign is ongoing. More at [ohr.dc.gov/bathrooms](http://ohr.dc.gov/bathrooms).

# Initiatives & Campaigns

Through policy initiatives, education campaigns, research projects and outreach to community members and organizations, OHR works to proactively prevent discrimination and inform individuals of District civil rights laws.

## Fast With DC Muslims: Allies Standing Together Against Discrimination

On June 29, 2016, more than 300 members of the public across the District fasted from sunrise to sundown in solidarity with DC Muslims and allies against Islamophobia and other anti-Muslim discrimination. In addition to fasting, participants wore personalized “Fast With DC Muslims” pins and were encouraged to share a few short talking points on the diversity of Muslims and ways to be strong allies against discrimination. Ahead of the campaign day, OHR distributed “Fasting Survivor Kits” at high traffic metro stops. The kits contained information about the campaign, instructions on how to fast as well as water and a small snack for breaking the day’s fast. OHR also partnered with a local mosque to both feed the homeless and break the fast together at at One Judiciary Square.

*Right: Photo of “Fast With DC Muslims” pin worn by participants on campaign day.*



## Valuing Transgender Applicants and Employees Guidebook

In partnership with the National LGBTQ Taskforce, OHR published a manual titled, “Valuing Transgender Applicants & Employees”. The manual is a first-of-its-kind resource to help eliminate workplace discrimination against transgender and gender non-conforming people. It provides in-depth best practices intended to help employers across the nation create a genuinely inclusive and welcoming workplace environment for transgender people. Since its release, the guidebook has become a staple resource for employers in the District and several other cities and states who seek to create more inclusive environments for their employees. In April 2016, OHR was invited to the White House under former President Barack Obama to introduce the guidebook to LGBTQ and disability advocates from across the country at an event titled *White House Forum on LGBTQ & Disability Issues*.



## Hired and Transgender Self-Assessment Tool

As a continuation of its groundbreaking 2015 report, *Qualified and Transgender*, OHR published a complimentary resource for employers to assess their hiring practices. This new resource for employers is a part of ongoing work in the District of Columbia to reduce employment discrimination against transgender and gender non-conforming job applicants. It provides step-by-step instructions for employers, human resources professionals, and hiring managers to evaluate their hiring practices for discrimination based on gender identity and make changes as needed.

hired and transgender



*Above: OHR Team with Kevin Donahue, Deputy Mayor for Public Safety and District EEO Counselors.*

## EEO COUNSELING

At the onset of FY 16, OHR sought to revamp the District wide Equal Employment Opportunity (EEO) Program, which aims to resolve workplace disputes at the agency level before escalating to OHR or litigation. In an effort to make the program more effective, OHR developed a manual on proper EEO counseling procedures and elevated the program by requiring counselors to be certified by OHR. OHR then designed an interactive certification training program consisting of a total of three training sessions, which were conducted from February-June 2016. This program contributes to the Mayor's Good Government goal and by extension, improves service to District residents. **OHR certified a total of 88 EEO Counselors from 52 agencies in FY 16.**

## HUMAN RIGHTS LIAISON PROGRAM

The Human Rights Liaison Program invites direct service providers from community organizations to an all-day training intended to enhance representatives' ability to identify potential discrimination against their clients and file complaints with OHR. In FY15, OHR trained **85 Human Rights Liaisons from 45 organizations**. This is the third year of the program. In FY16, OHR trained 81 liaisons from 48 organizations.

## FAIR HOUSING SYMPOSIUM

**More than 100 attendees** participated in our 15th Annual Fair Housing Symposium, hosted with the Equal Rights Center, Developmental Disabilities Council and Department of Housing & Community Development. The event raises awareness about housing discrimination issues.

## HUMAN RIGHTS AWARDS

At the 5th Annual Commission on Human Rights Awards, fierce advocate and civil rights champion, Nkechi Taifa was honored. Ms. Taifa was recognized for her decade-long efforts towards racial equity in government and criminal justice reform.

*Below: Attendees listen to Nkechi Taifa's powerful acceptance speech at the award ceremony.*



## By the Numbers: OHR Outreach and Impact

**106** “Know Your Rights” presentations or trainings delivered by OHR staff

**87** outreach events attended by OHR staff

**38** community meetings with OHR participation

**300+** registered participants for Fast with DC Muslims

**85** new representatives from community organizations trained as Human Rights Liaisons

**45** organizations sent representatives to be trained as Human Rights Liaisons

**twenty-two percent**

increase in followers on Facebook, Twitter and Instagram



**32,713**

views of Sarah McBride’s TEDxEVE Talk titled *Gender assigned to us at birth should not dictate who we are.*



**123**

attendees at Standing with our Muslims Neighbors event



**231** outreach events or meetings were held throughout **all 8 wards**

**92**

#SafeBathroomDC reports of non-compliance



**101**

attendees at Fair Housing Symposium



**87**

Businesses received copies of Valuing Transgender Employees and Applicants.

## TEDx Salon: E.V.E. Everyone Values Equality

In the Fall of 2015, OHR set out to find a new way to engage members of the public around a new law impacting women in the workplace: the Protecting Pregnant Workers Fairness Act. While a traditional campaign such as the #WomenareEqualDC campaign released by the agency at the end of FY 15 was one vehicle to get the message across, OHR sought to extend its reach further. On November 16, 2015, OHR curated the TEDxMidAtlantic salon “EVE: Everyone Values Equality” before a live audience of more than 200 people at DC’s Woolly Mammoth Theatre Company. The series explores the realities women currently face in the United States, and perspectives on moving toward a 21st century of equal opportunity for people of all genders and gender identities. The event featured all-women speakers that live or work in the District. Since the release, many talks from *E.V.E.* have gotten over 2,000 views on YouTube and many shares on several other social media platforms. Featured speakers included **Neera Tanden** of the Center for American Progress, **Brigid Schulte**, **Lisa Mallory**, **Elizabeth Acevedo**, **Heather Foster** of My Brother’s Keeper Alliance, **Teresa Hodge** and **Sarah McBride** of the Human Rights Campaign.



Above: Speakers present at TEDxMidAtlantic Salon, E.V.E.

“Women should have the freedom to make life and work choices without penalty”

-Brigid Schulte, Author, TEDx E.V.E. speaker

# Language Access Program

OHR's Language Access Program provides technical assistance to agency-based Language Access Coordinators and Points of Contact designated to ensure that Limited and Non-English Proficient (LEP/NEP) residents can access the services their agencies offer. OHR, in its oversight role, investigated complaints of possible violations of language access.



*Above: Language Access Coordinators representing agencies with major public contact across the District.*

Effectively serving linguistically diverse communities requires intentional practices.

In FY16, the Language Access program trained over 4,585 District agency employees on language access compliance, assisted 20 covered entities in appointing a Language Access Point of Contact to oversee language access efforts and worked with 38 major public contact agencies in developing comprehensive plans with prioritized compliance goals to be pursued over the FY17/18 period. The program also piloted a highly successful Bilingual

Navigator Program at the Department of Motor Vehicles, as a result of which 4,944 LEP/NEP customers were assisted by culturally competent bilingual navigators. A few citywide language access accomplishments in FY16 include improved field testing scores for in-person testing, with 92% of testers receiving language assistance in seven different languages, and the designation of two full time language access staff in two large agencies.

## Employees Trained

# 4,585

District employees were trained on language access compliance via OHR-led trainings and in-house trainings delivered by Language Access Coordinators.

## Compliance Database

In FY 16, the Program transitioned from paper to digital reporting, allowing agencies to better track interactions with LEP/NEP populations and emerging language needs and maintain focus on action plans and deadlines to execute their biennial plans. This digitization is invaluable to OHR as it allows for a more efficient way of monitoring an agency's compliance standing and tracking citywide progress on meeting the requirements of the Language Access Act.

## New Reporting Requirements

A revision of Language Access Act regulations requires covered entities to appoint a Language Access Point of Contact. It also requires covered entities to report to OHR annually on encounters with LEP/NEP customers and language access implementation efforts. In FY16, OHR worked with 20 covered entities that successfully designated a Point of Contact and began assessing their agency's readiness to serve LEP/NEP customers. These agencies will be required to provide compliance reports for the first time in FY17.



Above: Large banners were placed at DMV Service Centers, visibly informing LEP/NEP customers in 10 languages of their right to request an interpreter.

## Bilingual Navigator Program

In the spring of 2015, OHR joined the Department of Motor Vehicles (DMV), and the Mayor's Offices on Latino Affairs (MOLA), Asian and Pacific Islander Affairs (MOAPIA) and African Affairs (MOAA) to launch a campaign designed to improve issuance of the DMV's Limited Purpose License (LPL) and overall service to LEP/NEP customers. In anticipation of the large volume of mostly Spanish-speaking LEP/NEP Limited Purpose License applicants expected to walk into DMV service centers following the elimination of the appointment system, OHR partnered with the DMV to recruit, train, and place navigators who could provide culturally and linguistically competent support to customers and assist DMV staff in meeting greater demand for language assistance. The Bilingual Navigator Program trained and placed four Spanish-speaking bilingual navigators at Department of Motor Vehicles (DMV) service centers to greet and assist LEP/NEP customers as they enter the DMV seeking services. During the 6-month pilot phase between August 2016 and January 2017, **navigators assisted 4,944 LEP/NEP customers** and worked with DMV to ensure they received the appropriate language assistance they needed to successfully navigate the DMV credentialing process.

# Citywide Youth Bullying Prevention Program

Our Citywide Youth Bullying Prevention Program works with schools, advocates, parents and students to build safe environments for youth using research-based best practices.



*Above: Students at Woodrow Wilson High School visit vendor tables at school LGBTQ Pride event.*

All 10 District Agencies, 95% of schools and over 75 nonprofits have a compliant policy.

The Citywide Youth Bullying Prevention Program aims to reduce incidents of bullying across the District by emphasizing prevention and proper procedures for responding when incidents occur. The program works with youth-serving government agencies, District schools and youth-serving government grantees to ensure bullying prevention policies are adopted and implemented in ways consistent with best practices and research.

The philosophy of the program discourages an overreliance on discipline and instead adopts a public health approach focused on prevention, supporting at-risk youth, and addressing incidents to change behavior. Agencies covered include: the Department of Parks and Recreation (DPR), the Office of the State Superintendent (OSSE), DC Public Library (DCPL) and the University of the District of Columbia (UDC).

## Compliance Requirements for Covered Entities

- Adopt a comprehensive anti-bullying policy, consistent with the definition and procedures outlined in the law;
- Submit the compliance policy for review including annual updates of agencies' points of contact;
- Incorporate information on bullying prevention into new employee training;
- Publicize the bullying prevention policy, and
- For educational institutions; provide an annual report of bullying incidents and other requested information.

### Federal Grant Provides \$3.8 Million for Building Safe and Inclusive School Climates

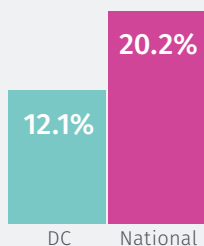
In September 2015, the National Institutes of Justice (NIJ) awarded a four-year research grant to Child Trends, OHR and OSSE to focus on school climate and violence prevention in District schools through implementation of the evidence-based Safe School Certification Program (SSCP). SSCP is a framework designed to develop schools' capacity to implement evidence-based programs to prevent violence and improve school safety, a key element of school climate. The grant provides funding for schools to engage with new, evidence-based programs that respond to their needs. We know there is no one-size-fits-all approach to preventing bullying, so we want to support schools to do what will work for them.

There are 26 cross-sector schools in the pilot and they will all collect school climate data through the grant period. They will be given the technical assistance and supports necessary to analyze the data and identify the appropriate programs and strategies needed to build positive school climates and reduce violence.

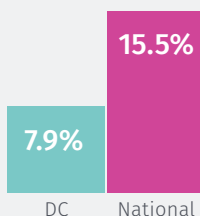
School climate refers to the quality and character of school life. Researchers have studied the characteristics of safe and supportive schools with positive climates. A school's climate is measured by its norms and values, interpersonal relations and social interaction and organizational processes and structures. Research shows a positive school climate is not only linked to decreased bullying, but also to increased academic achievement, increased attendance, increased graduation rates and decreased violence. The survey is administered not only to students, but also to parents/guardians and school staff.

### Comparison and National Rates of Bullying and Fights, Youth Risk Behavior Survey

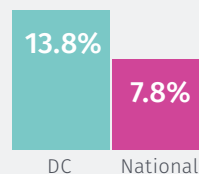
#### Bullying



#### Cyberbullying



#### Physical Fight



# Looking Ahead

2017 will represent 40 years of progressive civil rights enforcement in the District. While OHR is proud of its fiscal year 2016 accomplishments, we look forward to working with Mayor Bowser's administration on **embracing new civil rights challenges and opportunities** in the year ahead. In fiscal year 2017, OHR is enforcing the Fair Criminal Record Screening in Housing Act and will be introducing Credit Information as its 20th protected trait under the DC Human Rights Act. We will also be launching campaigns on equity and increasing efforts to reduce conscious and unconscious bias toward marginalized communities. OHR also plans to increase outreach efforts to communities often targeted for discrimination, including religious communities, transgender and gender non-conforming people, and African Americans. Lastly, OHR will continue to ensure those who file complaints of discrimination receive thorough and timely investigations.



**Row 1 (left to right):** Director Palacio poses for a picture with Nkechi Taifa and Commissioner Ali Muhammed at Commission on Human Rights Awards Ceremony; Audience listens to panel about allyship at OHR's event Standing with our Muslim Neighbors; OHR staff on College Signing Day. **Row 2 (left to right):** Community Outreach Coordinator tables at Cardozo High School; OHR law clerks participate in the #FastWithDCMuslims campaign; Director Palacio and OHR staff at GLAA Awards. **Row 3 (left to right):** Participant at the Standing with our Muslim Neighbors event holds a sign of solidarity; OHR staff member conducts Human Rights Liaison workshop; OHR staff table at LGBTQ Pride.

# Meet the Staff

The **hard work** and **idealism** of the OHR team are the reasons why fiscal year 2016 was such a success. The team believes in the importance of its **civil rights enforcement** mission and its ability to improve the lives of District residents.

## **Mónica Palacio, Director**

### **Hnin Khaing, Deputy Director**

Michael Andrews, Director of Investigations

David Aneiva, Receptionist

Josephine Ansah-Brew, Administrative Officer

Alexis Applegate, Human Rights Officer

Dontee Barringer, Human Rights Coordinator

Thomas Deal, Attorney Advisor

Jaime Diaz Villarroel, Human Rights Officer

Ashlei Ferguson, Human Rights Officer

Stephanie Franklin, Director of Policy & Communications

Sandy Gallardo, Human Rights Specialist

Suzanne Greenfield, Citywide Bullying Prevention Program Director

Dianne S. Harris, Administrative Law Judge

J.P. Howard, Administrative Law Judge

Teri' Jackson, Human Rights Officer

Ayanna Lee, Operations and HR Manager

Eileen Megias, Human Rights Officer



*Mayor Bowser cuts the ribbon at the unveiling of OHR's newly renovated office space on January 11, 2016.*

Priscilla Mendizabal, Language Access Program Analyst

Luisa Nguyen, Human Rights Officer

Aimee Peoples, Human Rights Officer

Isha Plynton, Attorney Advisor

Deidra Precia, Human Rights Specialist

Teresa Rainey, Community Outreach Coordinator

Ebony Robinson, General Counsel

Eloisa Rocha-Bermudez, Human Rights Specialist

Al Santiago, Mediation Manager

Melissa Sharpe-Jones, Human Rights Officer

David C. Simmons, Chief Administrative Law Judge

Akita Smith-Evans, Lead Human Rights Officer

Linda Taylor, Mediator

Winta Teferi, Language Access Program Director

Charles Thornton, Human Rights Officer

Mary Wallace, Human Rights Officer

Jaime Wojdowski, Lead Human Rights Officer

DISTRICT OF COLUMBIA  
OFFICE OF HUMAN RIGHTS

Highlights of Fiscal Year 2016

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