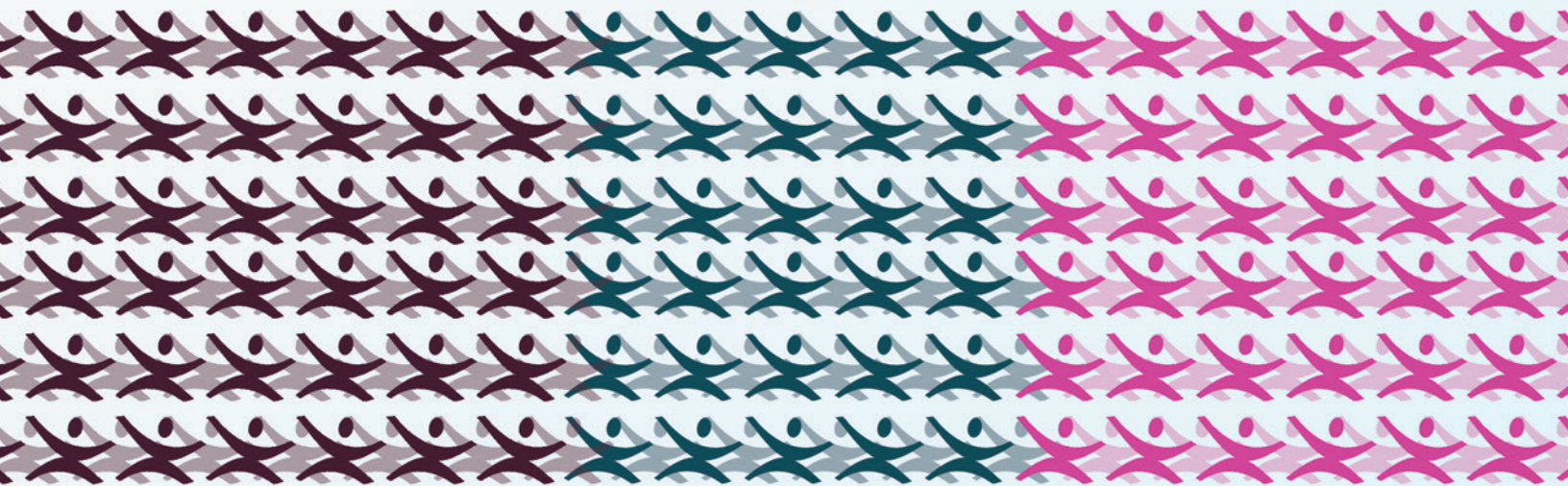


District of Columbia  
**Office of Human Rights**



**Highlights of Fiscal Year 2015**



increasing opportunity.

protecting rights.

ending discrimination.

# 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) bans discrimination in the areas of employment, housing, public accommodations and educational institutions based on 19 protected traits. The Act – one of the most progressive non-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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“This was a transformative year for our agency. We received an unprecedented number of inquiries from the public, began enforcement of new civil rights laws, and expanded our outreach efforts to new issues and communities.”

– Mónica Palacio, Director

# Mónica Palacio, Director

New laws to enforce, an unprecedented number of complaint inquiries and our largest outreach efforts yet have made this an exciting year for OHR. Yet Director Palacio has worked to ensure the agency's core function remains the focus: quality and efficient enforcement of the District's civil rights laws.

Dear Friends of OHR,

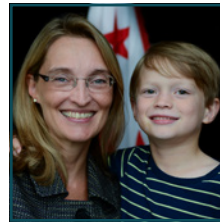
This year was a momentous one for civil rights. Marriage equality became the law of the land, the Americans with Disabilities Act celebrated its 25th anniversary, and transgender individuals and issues received mainstream media attention across the nation.

But it was a difficult year for civil rights as well. Devastating losses, including shootings of African Americans by police, revealed to many the extent people of color are mistreated by our criminal justice system. Immigrants and Muslims became targets in political rhetoric and for violence, and voting rights in various jurisdictions were further restricted for those most vulnerable. More than fifty years after the Civil Rights Act of 1964 became law, there continues to be much work to do.

Despite the mixed year across the nation, the District is moving forward and OHR is more active than ever. We investigated an unprecedented number of discrimination complaints, began enforcing new laws, wrote our first research report on discrimination and expanded our outreach initiatives. These efforts raised our profile, which is vital for ensuring people know where to turn when they experience discrimination.

OHR's increased visibility and broader enforcement authority resulted in more than double the number of cases received and docketed over fiscal year 2014. To meet the new case load, we expanded the investigations team and built new efficiencies into our processes, so we continue to deliver high quality investigations and reliable customer service.

While we are proud that constituents trust OHR and



file complaints, we also aim to prevent discrimination. We enhanced our business outreach efforts to help them better understand our laws, which can reduce acts of discrimination for employees and applicants,

and save businesses time and money. Additionally, our relationships with business associations and chambers of commerce are stronger than ever, and these networks will remain important players in disseminating crucial information on new and existing laws.

And as always, raising public awareness of District civil rights laws and increasing understanding among the District's many communities is also an OHR priority. More than 1700 participants – including employees from 46 businesses – registered for our “End the Awkward” campaign, which encouraged participants to engage customers, family and friends in conversations about interacting with people with disabilities. Our #WomenAreEqualDC campaign used Metro ads to share important information about laws protecting women. And our groundbreaking *Qualified and Transgender* report shared the findings of the first government-run testing project in the nation to focus on employment discrimination against transgender and gender non-conforming people.

It has been a productive and exciting year. Thanks for your support, and enjoy our highlights.

Sincerely,

Through programs and investigations, OHR staff works 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. Our staff will mediate and investigate the complaint cost-free, 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 pro-actively prevent discrimination and educate the public about civil rights laws.





# Complaints of Discrimination

## Complaint Process

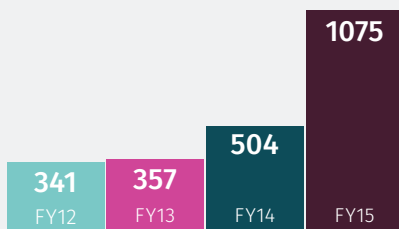
Individuals who believe they have been subjected to discrimination in employment, housing, public accommodations, or educational institutions in the District may file a complaint online or at the OHR office. The complaint process is **cost-free** and **does not require an attorney**. After the initial 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 and hold hearings to make a final determination, and can award damages if discrimination is found.

OHR docketed **1,075 cases** in FY15, a **113 percent** increase. Individuals filed **2,008 inquiries**, up from 1,306 in FY14, a **54 percent** increase.

*\* Of the 832 employment-related cases docketed, 399 alleged a violation of the Human Rights Act, 365 alleged a violation of the Fair Criminal Record Screening Amendment Act, and 68 alleged a violation of the DC Family and Medical Leave Act.*

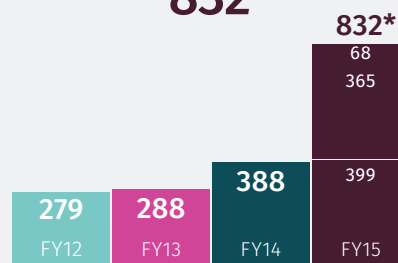
Total Docketed Cases

1075



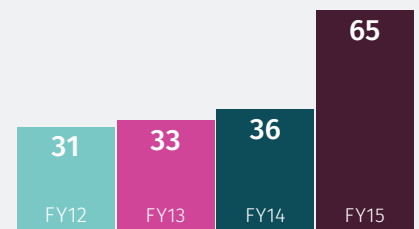
Employment Cases

832



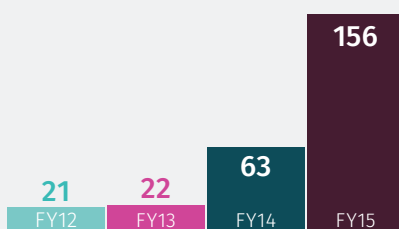
Housing Cases

65



Public Accommodation Cases

156



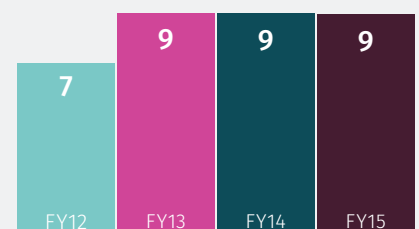
Educational Institution Cases

13



Language Access Cases

9



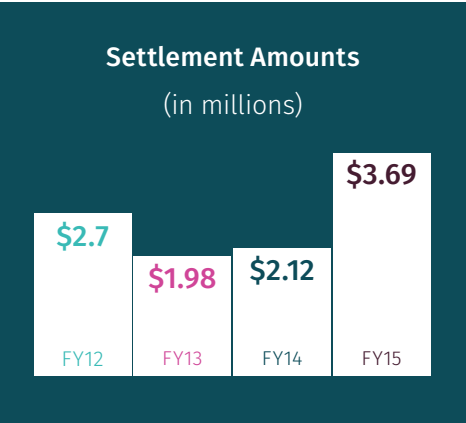
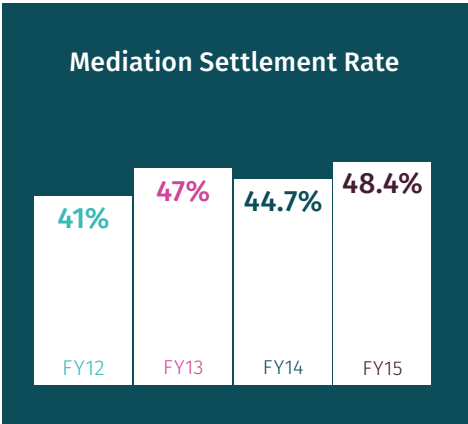
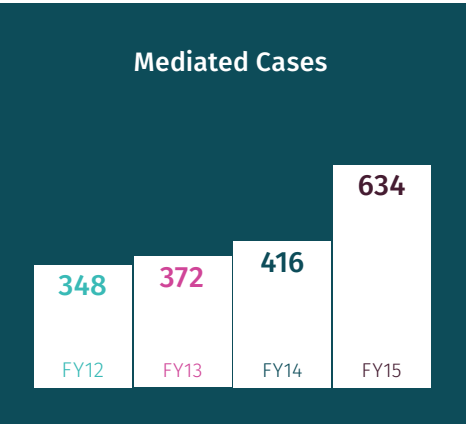
## Mediation Program

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 FY15, OHR mediated 634 cases, a 52 percent increase over FY14. Of the mediated cases, 307 were settled, a 65 percent increase over FY14. In FY15, more than \$3.69 million was awarded in settlements during successful mediations, a 74 percent increase over FY14.

Disability was the most commonly cited protected trait in FY15 docketed cases, followed by race and sex.

## Commission on Human Rights

When probable cause of discrimination is found by OHR, a final attempt to encourage settlement is made. If that fails, 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 FY15, 18 new cases were certified to the Commission, up from six new cases in FY14, a 300 percent increase. In FY15, 13 cases were closed by decision or order, with \$594 thousand in penalties ordered, and 17 cases were pending. The Commission also received six criminal background cases to review. In addition to its adjudication duties, the Commission works with the Georgetown School of Law's Street Law program on the Youth Human Rights Ambassador Program, which trains law school students to teach District high school students about the DC Human Rights Act and UN Universal Declaration of Human Rights.



## FY15 Docketed Cases by Area and Protected Trait

Of the 1,075 complaints docketed in FY15, 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 the particular trait is not protected under the Human Rights Act for that area type.

	Employment	Housing	Public Accommodations	Educational Institutions
Age	78	3	4	0
Color	14	0	5	0
Disability	106	29	21	10
Familial Status	X	1	0	0
Family Responsibilities	29	0	0	0
Gender Identity & Expression	5	2	65*	1
Genetic Information	0	X	0	X
Marital Status	3	0	0	0
Matriculation	1	2	0	X
National Origin	62	2	8	3
Personal Appearance	26	2	15	1
Place of Residence or Business	X	0	0	X
Political Affiliation	1	0	0	0
Race	112	15	27	4
Religion	21	0	6	1
Sex	116	5	14	2
Sexual Orientation	25	5	13	1
Source of Income	X	13	2	0
Status as a Victim of an Intrafamily Offense	X	1	X	X
Retaliation (not a protected trait)	162	1	3	3

### DC Family and Medical Leave Act Complaints

In FY15, **68 cases were docketed** claiming a violation of the DC Family and Medical Leave Act, compared to 25 cases in FY14.

\* Forty-nine of the gender identity or expression cases were alleged gender-neutral bathroom violations that went to investigations. Sixteen cases were discrimination complaints that claimed a violation under the DC Human Rights Act.



## 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. To prepare for the law's enactment, OHR released fact sheets and videos for both employers and job applicants, and conducted extensive outreach to businesses, returning citizens, and their advocates. In FY15, OHR received **488 complaint inquiries** and **docketed 365 cases** alleging violations of FCRSA. The vast majority were Type A complaints, which claim an employer asked about criminal backgrounds on its application form. Only a handful were Type B, which claim an employer asked about a criminal background during the interview process and before a conditional job offer.

### "A National Model"

OHR has been called "a national model" by the National Employment Law Project and other advocacy groups

"Since December 2014, OHR has made **significant efforts** to focus on education, outreach, and laying the groundwork and mechanisms for **strong enforcement**."

- From the National Employment Law Project's "Fair-Chance Implementation Case Studies For Government Agencies."

for its implementation and enforcement of FCRSA. OHR has received and docketed far more cases than other jurisdictions, in part because of the agency's proactive outreach and trust-building efforts, as well as its transparent and efficient enforcement process.



OHR staff speak about FCRSA with soon-to-be-released District residents at the US Penitentiary in Hazelton, West Virginia.



In an OHR video, returning citizens speak about the importance of employers focusing on their skills and not past convictions.

### Gender-Neutral Bathroom Reports

The #SafeBathroomsDC campaign, 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 FY15, **84 reports of non-compliance** were sent to OHR, and 46 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).

### Investigations Law Clerk Program

OHR developed an Investigations Law Clerk Program specifically designed for law school students interested in working in the civil rights field. OHR provides guidance and mentoring on civil rights enforcement, and law clerks receive substantive experience in assisting with OHR investigations. **Thirteen law clerks** participated in the program during the three sessions held in fiscal year 2015.

# Initiatives & Awareness

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.

## End the Awkward: Focus on the Person, Not the Disability

More than **1700 participants** including employees from **46 businesses and organizations** registered to participate in the "End the Awkward: Focus on the Person, Not the Disability" campaign on July 26, which encouraged participants to wear "End the Awkward" pins and have conversations about respectful ways to interact with people with disabilities. Restaurant servers, baristas, bartenders and bank tellers shared tips with customers, and members of the public held conversations with family, friends and strangers. The campaign, which included 17 partner organizations and agencies, was one of several District events celebrating the 25th anniversary of the Americans with Disabilities Act.

*Right: More than 200 participants and businesses shared photos with "End the Awkward" pins using the #EndTheAwkwardDC hashtag.*



## Qualified and Transgender Testing Report

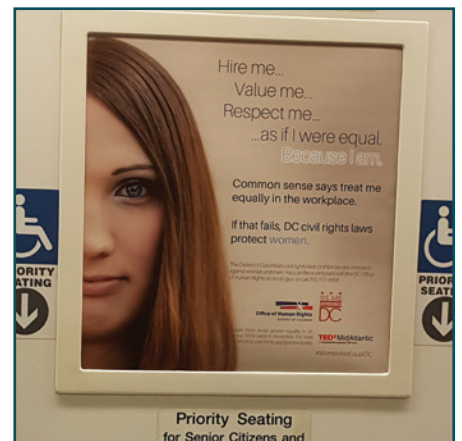
OHR released a groundbreaking report – *Qualified and Transgender: A Report on Results of Employment Discrimination Resume Testing Based on Gender Identity* – on results of an OHR testing project showing employers appeared to prefer less-qualified applicants over more-qualified transgender applicants in **48 percent of tests** that received a response from the employer. The high rate of employment discrimination was calculated after 200 cover letters and resumes were submitted to 50 job openings, with each opening receiving two applications from individuals who appeared to be transgender and two applications from individuals who did not. The study is the **first government-conducted resume testing** to focus on discrimination against transgender and gender non-conforming applicants. The project was conducted over six months and tested employers from five sectors.



## #WomenAreEqualDC Campaign

The #WomenAreEqualDC campaign appeared throughout the Metro system to promote workplace fairness and protections for women. It included seven ads, each featuring a different woman and the tagline: "Common sense says treat me equally in the workplace. If that fails, DC civil rights laws protect women." The ads referenced protections provided by several civil rights laws OHR enforces, including laws that prohibit discrimination based on sex, allow for breastfeeding in all circumstances, and require reasonable accommodations for pregnant women in the workplace. The ads represented the diversity of District women, featuring individuals from various races, ethnicities, religions and gender identities.

*Right: A #WomenAreEqualDC campaign advertisement on the Metro says "Hire me... Value me... Respect me... as if I were equal. Because I am."*





## FAIR HOUSING SYMPOSIUM

More than 105 attendees participated in our 14th Annual Fair Housing Symposium, hosted with the Equal Rights Center and Department of Housing & Community Development. The event raises awareness about housing discrimination issues.



Above: Director Palacio gives a TEDx talk at the TEDxMidAtlantic conference *Intersections*.

## TEDx TALK ON RACIAL EQUITY

At the 2015 TEDxMidAtlantic conference *Intersections* in September, Director Palacio gave a talk on the **connections between racism and the District being denied voting representation** in the United States Congress. She argued the District's disenfranchisement was maintained in part to deny the large population of formerly enslaved Black residents the right to vote, given white residents were often federal workers who secured voting rights in their home state. She also asserted that voting rights would have likely been granted in later decades if the District had a different demographic makeup. The talk was given to an audience of more than 800 people and is available at [tedxmidatlantic.com/2015-talks](http://tedxmidatlantic.com/2015-talks).

## 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 **81 Human Rights Liaisons from 48 organizations**. This is the second year of the program. In FY14, OHR trained 24 liaisons from 19 organizations.

## HUMAN RIGHTS AWARDS

Immigrant and education advocate Sonia Gutierrez was honored at the 4th Annual Commission on Human Rights Awards. She received a standing ovation from the 150 attendees after her speech on the ability of all people to make real change.

Below: Attendees listen to Ms. Gutierrez's acceptance speech.





## By the Numbers: OHR Outreach and Impact

**129** "Know Your Rights" presentations or trainings delivered by OHR staff

**62** outreach events attended by OHR staff

**48** community meetings with OHR participation

**17000+** registered participants for End the Awkward

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

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

**twenty-eight percent**

increase in followers on Facebook, Twitter and Instagram



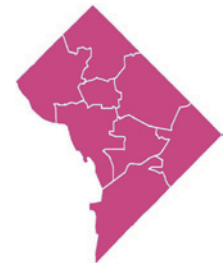
**25,856**

views of the Facebook post announcing the release of the *Qualified and Transgender* report



**17**

organizations and agencies partnered with OHR on End the Awkward



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



**488**

inquiries claiming a violation of the Fair Criminal Record Screening Amendment Act

**84**

#SafeBathroomDC reports of non-compliance

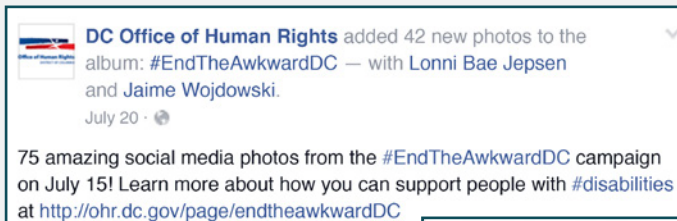


**105**

attendees at Fair Housing Symposium



## Social Media Highlights



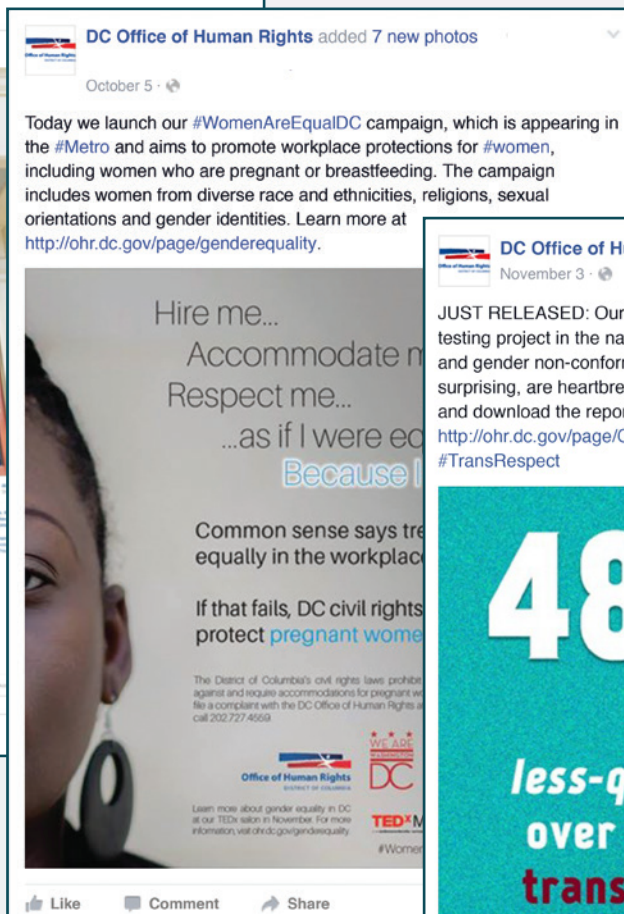
### #EndTheAwkwardDC

Facebook posts received more than **11,400 views**.



### #WomenAreEqualDC

Facebook posts received more than **12,750 views**.



### Qualified and Transgender

Facebook posts received more than **25,850 views**.



# Language Access Program

Through technical assistance to District agencies, customer service compliance assessments and outreach, our Language Access Program works to ensure limited and non-English speaking people have equal access to government services.



Above: Language Access Director Winta Teferi presents on language access at CentroNía.

Improving access to government services for limited and non-English speaking people.

OHR's Language Access Program used fiscal year 2015 to implement systematic changes that improved agencies' service delivery for residents who are limited or non-English proficient (LEP/NEP). Through regulations, OHR expanded the number of agencies designated as entities with major public contact under the Language Access Act of 2004, created a new training toolkit to share best practices with agency language

access teams, and invested in an electronic reporting system to better monitor citywide implementation of the Language Access Act. OHR also partnered in a multi-pronged effort to improve LEP/NEP residents' ability to obtain Limited Purpose Licenses, and conducted 46 language access and cultural competency trainings for government employees from dozens of agencies.



## Employees Trained

1,325

The team conducted **46 trainings** for District government agencies, training **1,325 employees** on language access compliance and cultural competency.

## New Training Toolkit

OHR developed a robust new toolkit to ensure language access teams can **train and prepare** their agency to serve LEP/NEP customers. The toolkit reviews agency requirements, details which documents must be translated, explains how to access telephonic interpreters, and provides tips on interacting with customers. It is available at [ohr.dc.gov/languageaccess](http://ohr.dc.gov/languageaccess).

## Expanding Covered Agencies

Four agencies and DC Public Charter Schools became “entities with major public contact” in fiscal year 2015 through a revision of Language Access Act regulations (D.C. MUN. REG. tit.4. §1205). The **agencies and schools must now comply** with the Act and ensure quality services are provided to LEP/NEP customers. They will receive their first compliance scorecard in fiscal year 2016. In addition to charter schools, the four newly designated agencies are: Department of General Services, Department of Health Care Finance, Office of Administrative Hearings and Office of Attorney General’s Child Support Services Division.



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

## Improving Access to the DMV

In the spring, 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 an effort to eliminate linguistic and cultural barriers for LPL applicants and ensure they were fully equipped to navigate the application process, four **Saturday pre-screening sessions** were held at MOLA where DMV staff partnered with bilingual volunteers to review documents and assist applicants. Ten **special Monday appointments** were hosted by DMV for applicants vetted in these sessions, and 24 ‘in-language’ **knowledge test preparation classes** were provided by Central American Resource Center (CARECEN) through a grant from OHR to ensure applicants were equipped to navigate the application process. Additionally, OHR coordinated **quality reviews** of DMV’s translated knowledge tests in 13 languages, worked with DMV to ensure **practice tests were translated** and made available online in six languages, and created **large multilingual banners** informing LEP/NEP customers of their right to request an interpreter. In all, **561 applicants** attended a pre-screening session, **123 applicants** attended knowledge test preparation classes, and **536 applicants** received special appointments.

# 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: Mayor Muriel Bowser swears in several members of the Youth Bullying Prevention Task Force, which OHR leads.*

With nearly all policies in place, implementation based on best practices is now the priority.

The Citywide Youth Bullying Prevention Program is tasked with assisting schools, youth-serving agencies and youth-serving government grantees in implementing existing bullying prevention policies and using research-based best practices to create safe spaces for youth. During fiscal year 2015, all but two schools without bullying prevention policies adopted them, and nearly all met requirements of the Youth Bullying Prevention Act of 2012.

In fiscal year 2015, OHR developed and disseminated its Bullying Prevention & Intervention in DC Educational Institutions Training Toolkit, which provides school officials with the information necessary to train staff on creating positive school climates. OHR, the Office of the State Superintendent and Child Trends were also awarded a \$3.8 million federal grant to focus on school climate and bullying prevention in District schools during fiscal years 2016, 2017 and 2018.

## Bullying Prevention Toolkit

OHR and Child Trends released the Bullying Prevention & Intervention in DC Educational Institutions Training Toolkit, which provides presentation slides, scenarios and self-assessments for schools to use in ensuring staff are **prepared to prevent and properly respond to incidents of bullying**. Topics include: (1) understanding the Youth Bullying Prevention Act and its requirements; (2) defining what is and what is not bullying; (3) best practices in bullying situations; and (4) recognizing the role of school climate in bullying prevention. The toolkit is available at [ohr.dc.gov/bullyingprevention](http://ohr.dc.gov/bullyingprevention).

## Toolkit Trainings

**More than 200 people** participated in train-the-trainer sessions using the **Bullying Prevention & Intervention in DC Educational Institutions Training Toolkit**, including representatives from DC Public Schools, Washington Teachers Union, Children's Law Center, Communities in Schools, and the Mayor's Youth Bullying Prevention Task Force. Participants are then expected to train school and other youth-serving staff.

## Guidance for Adults

OHR created a Tips for Parents brochure, which gives parents, guardians and caregivers guidance on **how to identify and respond** when their child is being bullied or bullying others. The guide was disseminated in schools and with community partners, and is available at [ohr.dc.gov/bullyingprevention](http://ohr.dc.gov/bullyingprevention).



*Above: Bullying Prevention Director Suzanne Greenfield and Child Trends conducts a training for school officials and teachers using the new bullying prevention toolkit.*

## Youth Bullying Prevention Act Compliance

**98.4%**

63 of 64 DC Public Charter Local Education Agencies submitted bullying prevention policies to OHR

**95.4%**

62 of 65 DC Public Charter Local Education Agencies and DC Public Schools have policies fully compliant with law

**100%**

All DC Public Schools are covered by a system-wide bullying prevention policy fully compliant with law

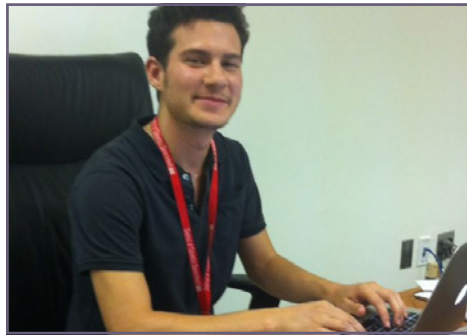
## Federal Grant Provides \$3.8 Million for Building Positive Climates

OHR, the youth-research organization Child Trends, and the Office of the State Superintendent of Education (OSSE) were awarded a **\$3.8 million grant** from the National Institute of Justice to focus on school climate and bullying prevention in District schools. **Thirty-six public and public charter schools** will be recruited to participate in the Safe School Certification Program, and will receive expert support and technical assistance to identify needs, define and implement strategies to improve climate and prevent bullying, and use data to assess the effectiveness of the strategies. Schools participating in the **three-year program** will be announced in early 2016, and will begin the program in the 2016 – 2017 school-year. Schools will also have the ability to apply for sub-grants from OSSE to help support implementation of evidence-based programs. The grant is a big step forward in OHR's efforts to assist schools in adopting research-based best practices on bullying prevention and building positive school climates.



# Looking Forward

While OHR is proud of its fiscal year 2015 accomplishments, we look forward to working with Mayor Bowser's administration on **embracing new civil rights opportunities** in the year ahead. In fiscal year 2016, OHR is enforcing the Protecting Pregnant Workers Fairness Act and Unemployment Anti-Discrimination Act, 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:** OHR attends Pride at Wilson High School. **Row 2 (left to right):** Director Palacio speaks about mental health at National Mall rally; Fellow works on *Qualified and Transgender* report; Staff wears pink for Breast Cancer Awareness Month. **Row 3 (left to right):** Model poses for #WomenAreEqualDC campaign; Right Proper Brewing Company participates in End the Awkward; OHR on "ban the box" panel at Governing Racial Equity Conference. **Row 4 (left to right):** Intern prepares End the Awkward pin shipments; OHR provides information to Congress Heights Day attendees; More than 100 attend 14th Annual Fair Housing Symposium.

## Meet the Staff

The **hard work** and **idealism** of the OHR team are the reasons fiscal year 2015 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.



*Mayor Bowser with Director Palacio and Mediation Manager Georgia Stewart, who has served at OHR for more than 40 years.*

### **Mónica Palacio, Director**

### **Rahsaan Coefield, Deputy Director**

David Aneiva, Receptionist

Josephine Ansah-Brew, Administrative Officer

Alexis Applegate, Human Rights Officer

Dontee Barringer, Human Rights Coordinator

Julia Bradley, Human Rights Officer

France'sco Brittingham, Program Support of Operations

Thomas Deal, Attorney Advisor

Jaime Diaz Villarroel, Human Rights Officer

Ashlei Ferguson, Human Rights Officer

Brian Ferguson, Human Rights Officer

Stephanie Franklin, Policy & Communications Officer

Sandy Gallardo, Human Rights Specialist

Carson Gardner, Human Rights Officer

Diana Godoy, Human Rights Officer

Suzanne Greenfield, Director of Citywide Bullying Prevention Program

Keith Grimes, Mediator

Dianne S. Harris, Administrative Law Judge

J.P. Howard, Administrative Law Judge

Elliot Imse, Director of Policy & Communications

Hnin Khaing, Legislative and Compliance Manager

Ayanna Lee, Operations and HR Manager

Aimee Peoples, Human Rights Officer

Isha Plynton, Attorney Advisor

Deidra Precia, Human Rights Specialist

Teresa Rainey, Community Outreach Coordinator

Gretta Rivero, Language Access Specialist

Eloisa Rocha-Bermudez, Human Rights Specialist

Al Santiago, Human Rights Officer

Melissa Sharpe-Jones, Human Rights Officer

David C. Simmons, Chief Administrative Law Judge

Akita Smith-Evans, Senior Human Rights Officer

Georgia Stewart, Mediation Manager

Winta Teferi, Language Access Program Director

Jaime Wojdowski, Human Rights Officer





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