

# OHR WORKPLACE POSTERS:

## Parental Leave Act



- : Under the District of Columbia Parental Leave Act, employees working in the District of Columbia who are parents (mother, father, guardian, aunt, uncle, grandparent, or a person married to or in a domestic partnership with any of these individuals) may take leave (unpaid or paid family, vacation, personal, compensatory or leave bank) to attend school-related events.
- : School related events include, but are not limited to, concerts, plays, rehearsals, sporting events, and parent-teacher conferences, where the child is a participant or subject of the event, not a spectator.
- : The parent is entitled to twenty-four (24) hours of leave during a twelve (12) month period. The employer may deny the leave if granting the leave would disrupt the employer's business and make the achievement of production or service unusually difficult.
- : The employee must notify the employer within ten (10) days unless the school event was not reasonably foreseeable.
- : The employer must post and maintain a poster in a conspicuous place that sets forth these requirements.
- : An employer who willfully fails to post notice will be assessed a civil penalty not to exceed \$100 for each day the employer fails to post the notice.
- : The employee must file a claim based on violation of the Act within one (1) year of the occurrence or discovery of the violation.
- : If the employee believes as if he or she is being wrongfully denied leave under this Act, he or she may contact:

### THE DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS

441 4th Street, NW : Suite 570 North : Washington, DC 20001

[202] 727 / 4559 or [ohr.dc.gov](http://ohr.dc.gov)

# OHR WORKPLACE POSTERS:

The Right to Breastfeed



Under the District of Columbia Human Rights Act of 1977, as amended,

- : A woman has a right to breastfeed her child in any location, public or private, where she has the right to be with her child, without respect to whether the mother's breast or any part of it is uncovered during or incidental to the breastfeeding of her child.
- : An employer must provide reasonable daily unpaid break-time, as required by an employee so she may express breast milk for her child to maintain milk supply and comfort.
- : The break-time, if possible, may run concurrently with any break-time, paid or unpaid, already provided to the employee.
- : An employer is not be required to provide break-time if it would create an undue hardship on the operations of the employer.
- : An employer shall make reasonable efforts to provide a sanitary room or other location in close proximity to the work area, other than a bathroom or toilet stall, where an employee can express her breast milk in privacy and security.
- : The employer must create a policy for breastfeeding mothers and must post and maintain a poster in a conspicuous place that sets forth these requirements.
- : The employee must file within one (1) year of the occurrence or discovery of the violation of the Act. An employee of District of Columbia government must file within 180 days of the occurrence or discovery of the violation.
- : If the employee feels as if she is being discriminated against under the Act, she may contact:

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# OHR WORKPLACE POSTERS:

District of Columbia  
Family & Medical  
Leave Act (DCFMLA)



- : Under the District of Columbia Family and Medical Leave Act (DCFMLA), an employer who employs at least twenty (20) employees within the District of Columbia must provide an eligible employee sixteen (16) workweeks of medical leave AND sixteen (16) workweeks of family leave during a twenty-four (24) month period.
- : An employee may be eligible for DCFMLA if he/she has been employed by the employer for at least one (1) year without a break in service and has worked for at least 1,000 hours during the twelve (12)-month period immediately preceding the requested family or medical leave.
- : The one (1) year of service requirement need not be immediately preceding the request for leave pursuant to the Act.
- : The District of Columbia government is considered a single employer under the Act; therefore, if an employee has worked for numerous District government agencies for less than a year, he/she may be entitled to DCFMLA leave.
- : Leave under the DCFMLA may be taken in blocks of time, intermittently, and under certain circumstances, at a reduced schedule.
- : The employer must post and maintain a poster in a conspicuous place that sets forth the requirements of the Act.
- : Any employer who willfully fails to post notice may be ordered to pay a fine not to exceed \$100 for each day the employer fails to post the notice.
- : The employee must file within one (1) year of the occurrence or discovery of the violation of the Act.
- : If the employee feels as if he or she is being wrongfully denied leave or retaliated against under this statute, he or she may contact:

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