



# EQUAL EMPLOYMENT OPPORTUNITY

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code §§2-1401.01 et seq. (Act), the District of Columbia does not discriminate on the basis of (actual or perceived):

- |  |                                      |   |
|--|--------------------------------------|---|
| <b>Race</b>                              | <b>Personal Appearance</b>           | <b>Political Affiliation</b>                    |
| <b>Color</b>                             | <b>Sexual Orientation</b>            | <b>Genetic Information</b>                      |
| <b>Sex (including sexual harassment)</b> | <b>Gender Identity or Expression</b> | <b>Disability</b>                               |
| <b>National Origin</b>                   | <b>Familial Status*</b>              | <b>Source of Income*</b>                        |
| <b>Religion</b>                          | <b>Family Responsibilities</b>       | <b>Status as Victim of Intrafamily Offense*</b> |
| <b>Age</b>                               | <b>Matriculation</b>                 | <b>Place of Residence or Business*</b>          |
| <b>Marital Status</b>                    |                                      |   |

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 will not be tolerated. **Violators will be subject to disciplinary action.**

*\* Familial status, source of income, and place of residence or business are only protected classes in housing and public accommodations. Status as a victim of intrafamily offense is only protected in housing.*

**Questions or complaints regarding violations of the Act can be directed to:**

**Government of the District of Columbia  
Office of Human Rights  
441 4th Street, N.W., 570N  
Washington, D.C. 20001  
Telephone (202) 727-4559 or Fax (202) 727-9589  
www.ohr.dc.gov**

## Employees' Rights Under the District of Columbia

### FAMILY AND MEDICAL LEAVE ACT OF 1990

The District of Columbia Family and Medical Leave Act of 1990, D.C. Law 8-181, requires, effective April 1, 1991, all employers of 20 or more employees in the District of Columbia to provide up to 16 weeks of unpaid family leave:

- for the birth of a child, adoption or foster care
- to care for a seriously ill family member

And up to 16 weeks of unpaid medical leave:

- to recover from a serious illness rendering the employee unable to work for a total of 32 weeks during a 24-month period.

During the period of leave, an employee shall not lose any employment benefits such as seniority or group health plan coverage.

The employer may require medical certification and reasonable prior notice when applicable.

The Act applies to employees who have worked for the employer for one year without a break in service and who have worked at least 1000 hours during the last 12 months. Employers may have leave policies which are more generous than those required by the Act.

**A COMPLAINT CONCERNING A DENIAL OF RIGHTS UNDER THIS ACT MUST BE FILED WITHIN ONE YEAR OF THE OCCURRENCE OR DISCOVERY OF THE VIOLATION.**

### PARENTAL LEAVE ACT OF 1994

In accordance with District of Columbia Law 10-146, effective August 17, 1994, an employee who is a **parent** shall be entitled to a total of 24 hours leave\* during any 12 month period to attend or participate in **school-related events** for his or her child.

- "Parent" means natural mother or father of child;
- A person who has legal custody of a child;
- A person who acts as a guardian of a child regardless of legal appointment;
- An aunt, uncle, or grandparent of a child; or
- A person married to a person listed above.
- "School-related event" means an activity sponsored by either a school or an associated organization.

\*The leave provided by this Act may consist of unpaid leave unless the parent elects to use any paid family, vacation, personal, compensatory, or leave bank leave that has been provided by the employer.

Any employee shall notify the employer of the desire for leave to attend a school-related event at least 10 calendar days prior to the event, unless the need to attend the school-related event cannot be reasonably foreseen.

**For answers to questions concerning the Act or to file a complaint under the Act, contact:**

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Office of Human Rights  
441 4th Street, N.W., 570N  
Washington, D.C. 20001  
Telephone (202) 727-4559 • Fax (202) 727-9589  
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**Vincent C. Gray, Mayor**