

The DC Office of Human Rights enforces the DC Human Rights Act, which makes discrimination illegal based on 21 protected traits for people that live, visit or work in the District of Columbia. The DC Human Rights Act prohibits discrimination in *housing, employment, public accommodations and educational institutions*.

Protected Traits for Housing, Employment, Public Accommodations and Educational Institutions include:

1. **Race:** classification or association based on a person's ancestry or ethnicity
2. **Color:** skin pigmentation or complexion
3. **Religion:** a belief system which may or may not include spirituality
4. **National origin:** the country or area where one's ancestor's are from
5. **Sex:** a person's gender; includes sexual harassment and a woman's right to breastfeed
6. **Age:** 18 years or older
7. **Marital status:** married (same-sex or opposite-sex), single, in a domestic partnership, divorced, separated, and widowed
8. **Personal appearance:** outward appearance, but is subject to business requirements or standards
9. **Sexual orientation:** homosexuality, heterosexuality, and bisexuality
10. **Gender identity or expression:** your gender-related identity, behavior, appearance, expression or behavior which is different from what you are assigned at birth
11. **Family responsibilities:** supporting a person in a dependent relationship, which includes, but is not limited to, your children, grandchildren and parents.
12. **Political affiliation:** belonging to or supporting a political party
13. **Disability:** a physical or mental impairment substantially limiting one or more major life activities (includes HIV/AIDS)

Additional Traits Applicable to Some Areas include:

14. **Matriculation (applies to housing, employment and public accommodations):** being enrolled in a college, university or some type of secondary school.
15. **Familial Status (applies to housing, public accommodations and educational institutions):** a parent or guardian with children under 18
16. **Source of Income (applies to housing, public accommodations and educational institutions):** origination of a person's finances
17. **Genetic information (applies to employment and public accommodations):** Your DNA or family history which may provide information as to a person's predisposition or likely to come down with a disease or illness.
18. **Place of Residence or Business (applies to housing and public accommodations):** geographical location of home or work
19. **Status as a Victim of an Intrafamily Offense (applies to housing):** a person who was subjected to domestic violence, sexual assault and stalking
20. **Credit Information (applies to employment):** any written, verbal or other communication of information bearing on an employee's creditworthiness, credit standing, credit capacity or credit history.
21. **Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking* (applies to employment):** a person or family member of a person who has experienced domestic violence, a sexual offense, or stalking.

**Enforcement of this protected trait becomes effective October 1, 2019. Please note that these definitions are not exhaustive.
Updated November 13, 2019.*