

MEDIA RELEASE

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OHR Certifies the First Cohort of Sexual Harassment Prevention Trainers for the Tipped Wage Industry

(Washington, DC) - Today, the [DC Office of Human Rights](#) (OHR) is pleased to announce the certification of the first cohort of Sexual Harassment Prevention Trainers for those in the tipped wage industry.

In consultation with community members (including victims), service providers, representatives and staff of the tipped wage industry, and government partners, OHR developed a training module that certifies trainers. “Some people feel that they must engage in certain games and even accept inappropriate and harassing behaviors to be able to obtain their tips to have a decent living in the District” testified a group of waiters during the [Public Hearing in September 2018](#). The OHR training curriculum provides information about OHR and the D.C. Human Rights Act, what sexual harassment is as well as how to respond to, intervene in, and prevent sexual harassment in the tipped wage industry. The training also provides tips on how to host and deliver a sexual harassment training with sensitivity and thoughtfulness. “This work is truly creating safer spaces,” said Larry Villegas-Perez, Program Manager at OHR, “and releasing the list of certified trainers is a step toward more respect and less discrimination in DC.”

“This is an exciting moment for those working in an industry that is often overlooked when it comes to compliance and protections. With the availability of certified trainers, businesses will now be able to learn more about the expansive coverage of the D.C. Human Rights Act and, for the first time in the District, have a reliable tool to consistently train its staff, managers, owners, and operators on sexual harassment, as required under the Tipped Wage Workers Fairness Act. I am extremely proud of our team’s hard work in certifying trainers and

grateful for the community partnerships in developing the training,” said OHR’s Interim Director, Hnin Khaing.

Businesses who employ at least one tipped wage worker must receive sexual harassment training every two years by one of the OHR-certified trainers. The training can be completed online or in person, as appropriate. Additionally, businesses must post their sexual harassment policy in conspicuous places and distribute the policy to employees, contractors, and staff. The sexual harassment policy should outline how to report an internal claim of sexual harassment to management and how to report incidents to the Office of Human Rights. Additionally, businesses are required to submit a copy of their policy when they fill out the Tipped Wage Documents and Certifications Online Form (link can be found on [this webpage](#)).

For a list of certified trainers, click [here](#) or visit the website list below.

For more information on the Tipped Wage Workers Fairness Act at OHR, please visit: <https://ohr.dc.gov/page/tipped-wage-workers-fairness-act>



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About the District of Columbia Office of Human Rights (OHR)

The District of Columbia Office of Human Rights (OHR) was established to eradicate discrimination, increase equal opportunity and protect human rights for persons who live in or visit the District of Columbia. The agency enforces local and federal human rights laws, including the DC Human Rights Act, by providing a legal process to those who believe they have been discriminated against. OHR also proactively enforces human rights in the District through Director’s Inquiries, which allow it to identify and investigate practices and policies that may be discriminatory.