DISTRICT OF COLUMBIA GOVERNMENT EMPLOYEES

NOTICE OF NON-DISCRIMINATION

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

Race
Color
Sex (Gender or sexual harassment)
National Origin
Religion
Age
Marital Status
Personal Appearance
Sexual Orientation
Gender Identity or Expression
Family Responsibilities
Matriculation
Political Affiliation
Genetic Information
Disability

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 also prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action.

Equal Employment Opportunity Rules Governing Complaints of Discrimination in the District of Columbia Government, Title 4 DCMR Chapter 1 and Chapter 5 protects your job-related benefits which include but are not limited to:

Hiring
Promotion
Training
Recruitment
Reassignment
Separation/Termination

If you feel you have been discriminated against in any of the above areas you may elect to either go directly to the court to file a complaint within one year of the alleged discrimination or you may report the act within 180 days to your departmental EEO counselor who has 21 days to resolve the matter. If you are not satisfied with the results, you have 15 days to file a formal complaint with the EEO Director at the Office of Human Rights. For complaints of sexual harassment, you may file directly with the Office of Human Rights.

If you have any questions regarding this process you may contact the Intake Unit at the Office of Human Rights; Telephone number (202) 727-4559.

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.

If you feel you have been discriminated against in any of the above areas you may elect to either go directly to the court to file a complaint within one year of the alleged discrimination or you may report the act within 180 days to your departmental EEO counselor who has 21 days to resolve the matter. If you are not satisfied with the results, you have 15 days to file a formal complaint with the EEO Director at the Office of Human Rights.

If you have any questions regarding this process you may contact the Intake Unit at the Office of Human Rights; Telephone number (202) 727-4559.

*Source of income and place of residence or business are not protected categories in employment.

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.

If you feel you have been discriminated against in any of the above areas you may elect to either go directly to the court to file a complaint within one year of the alleged discrimination or you may report the act within 180 days to your departmental EEO counselor who has 21 days to resolve the matter. If you are not satisfied with the results, you have 15 days to file a formal complaint with the EEO Director.

If you have any questions regarding this process you may contact the Intake Unit at the Office of Human Rights; Telephone number (202)727-4559.

Brandon Wyatt
EEO Counselor
DC Public Schools
202-442-5424

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

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Adrian Fenty, Mayor