



EQUAL EMPLOYMENT OPPORTUNITY

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

If you believe that you have been discriminated against, you may contact:

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
 Vincent C. Gray, Mayor

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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