

COLOMBIA
EQUAL EMPLOYMENT OPPORTUNITY

Equal Employment Opportunity

- Know Your Rights in the District of Columbia -



DC Human Rights Act

In accordance with the District of Columbia Human Rights Act of 1977, as amended, the District of Columbia and employers cannot discriminate on the basis of (actual or perceived):*

- | | | |
|-----------------------------|---------------------------------|---------------------------|
| • Race | • Age | • Family Responsibilities |
| • Color | • Marital Status | • Matriculation |
| • Sex (including pregnancy) | • Personal Appearance | • Political Affiliation |
| • National Origin | • Sexual Orientation | • Genetic Information |
| • Religion | • Gender Identity or Expression | • Disability |

Sexual harassment and harassment based on other protected categories is prohibited by the Act.

If you believe a violation of the Act has occurred, you can file a complaint with the District of Columbia Office of Human Rights. The process is free and does not require an attorney. Damages can be awarded if it is determined that a violation of the Act did occur.

DC Family and Medical Leave Act

The DC Family and Medical Leave Act of 1990 requires all employers with 20 or more employees to provide up to 16 weeks of unpaid family leave:

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

It also allows up to 16 weeks of unpaid medical leave:

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

During the period of leave, an employee should not lose 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 have worked at least 1000 hours during the last 12 months.

DC Parental Leave Act

In accordance with the DC Parental Leave Act of 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.

A parent is defined as the:

- biological mother or father of a child;
- person who has legal custody of a child;
- person who acts as a guardian of a child;
- aunt, uncle, or grandparent of a child; or is
- a person married to a person listed above.

A school-related event means an activity sponsored either by a school or an associated organization.

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

Filing a Complaint of a Violation

To file a complaint about a violation of these laws with the Office of Human Rights, visit:

- **Online** at ohr.dc.gov; or
- **In-Person** at 441 4th Street NW, Suite 570N, Washington, DC 20001.

Questions can also be answered by phone at (202) 727-4559.

* Additional categories protected from discrimination but not in the area of employment include: familial status, source of income, place of residence or business, and status as a victim of an intrafamily offense.

** Leave is unpaid unless the parent elects to use any paid family, vacation, personal or compensatory leave provided by the employer.

COLOMBIA

EQUAL EMPLOYMENT OPPORTUNITY



DISTRITO DE COLUMBIA

IGUALDAD DE OPORTUNIDADES EN EL EMPLEO

De conformidad con la Ley de Derechos Humanos de 1977 del Distrito de Columbia, según enmendada, Código Oficial del Distrito de Columbia, Sección 2-1401.01 *et seq.*, (Ley), el Distrito de Columbia no discrimina, de forma visible ni percibida, por los siguientes motivos:

Raza	Edad	Responsabilidades familiares
Color	Estado civil	Matriculación
Sexo (u hostigamiento sexual o de género)	Apariencia personal	Afiliación política
Nacionalidad	Orientación sexual	Información genética
Religión	Identificación o expresión de género	Discapacidad

Si cree que se ha discriminado contra usted, comuníquese con:

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

Derechos de los empleados bajo el Distrito de Columbia

LEY DE AUSENCIA FAMILIAR Y MEDICA DE 1990

La Ley del Distrito de Columbia de Ausencia Familiar y Médica de 1990, la Ley 8-181 del D.C., en vigor a partir del 1º de abril de 1991, requiere que todos los empleadores con 20 o más empleados en el Distrito de Columbia deberán proveer hasta 16 semanas de ausencia sin paga por motivos familiares:

- por el nacimiento de un niño, adopción o atención en un hogar de guarda
- para cuidar de un miembro de la familia gravemente enfermo

Y hasta 16 semanas de ausencia sin paga por motivos médicos:

- para recuperarse de una enfermedad grave que le ha impedido al empleado trabajar un total de 32 semanas durante un período de 24 meses.

Durante el período de la ausencia, el empleado no perderá ninguno de sus beneficios de empleo, ni tampoco los derechos por antigüedad ni la cobertura del plan médico colectivo.

El empleador podría requerir un certificado médico y un aviso con anticipación razonable, cuando corresponda.

La Ley es aplicable a los empleados que han trabajado para el empleador durante un año sin lapsos en el servicio, y que han trabajado por lo menos 1000 horas durante los últimos 12 meses. Los empleadores podrían disponer de mejores normas de ausencia que las estipuladas por la Ley.

LAS QUEJAS CON RESPECTO A ALGUNA DENEGACIÓN DE LOS DERECHOS EN VIRTUD DE LA LEY, DEBEN PRESENTARSE DENTRO DEL PLAZO DE UN AÑO A PARTIR DEL SUCESO O DEL DESCUBRIMIENTO DE LA INFRACCIÓN.

LEY DE AUSENCIA POR PATERNIDAD O MATERNIDAD DE 1994

De conformidad con la Ley del Distrito de Columbia 10-146, en vigor a partir del 17 de agosto de 1994, un empleado que sea padre tiene derecho a ausentarse del trabajo* por 24 horas durante cualquier período de 12 meses para asistir a actividades relacionadas con el centro de estudios de su hijo o participar en las mismas.

- “Padre” significa la madre o el padre biológico del niño;
- La persona con la custodia legal de un niño;
- La persona que actúa como tutor legal de un niño, independientemente de una designación legal;
- La tía, el tío o los abuelos de un niño; o
- La persona casada con una de las personas señaladas anteriormente.
- “Actividades relacionadas con el centro de estudios” significa una actividad patrocinada por un centro de estudios o una organización asociada.

*La ausencia otorgada por esta Ley puede consistir en una ausencia sin paga, a menos que el padre elija usar una ausencia con paga por motivos familiares, vacaciones, ausencia personal, ausencia compensatoria o ausencia del banco de ausencias proporcionada por el empleador.

El empleado deberá notificar al empleador de su deseo de ausentarse para asistir a una actividad relacionada con el centro de estudios de su hijo por lo menos 10 días civiles antes del acontecimiento, a menos que la necesidad de asistir a tal evento no pueda anticiparse razonablemente.

Para obtener respuestas a las preguntas relacionadas con la Ley o para presentar una queja en virtud de la Ley, comuníquese con:

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

COLOMBIA
NOTICE OF NON-DISCRIMINATION



DISTRICT OF COLUMBIA

PUBLIC ACCOMMODATIONS

NOTICE OF NON-DISCRIMINATION

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. 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

Familial Status

Family Responsibilities

Matriculation

Political Affiliation

Genetic Information

Disability

Source of Income

Place of Residence or Business

Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above categories is also prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action. The D.C. Human Rights Act of 1977, Section 2-1402.31(a) of the D.C. Code, prohibits acts performed wholly or partially for a discriminatory reason:

“To deny, directly or indirectly, any person the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation...”

These prohibitions also apply to the denial of credit or insurance.

COMPLAINTS OF POSSIBLE VIOLATIONS OF THIS LAW MAY BE FILED WITH:

Government of the District of Columbia

Office of Human Rights

441 4th Street, N.W., 570N

Washington, D.C. 20001

Telephone (202) 727-4559 • Fax (202) 727-9589

www.ohr.dc.gov



COLOMBIA
NOTICE OF NON-DISCRIMINATION



DISTRITO DE COLUMBIA

ESPACIOS PÚBLICOS

AVISO EN CONTRA DE ACTOS DISCRIMINATORIOS

De conformidad con la Ley de Derechos Humanos del Distrito de Columbia (D.C.) de 1977, según enmendada, Código Oficial del D.C., Sección 2-1401.01 et seq., (Ley), el Distrito de Columbia no discrimina, de forma visible ni percibida, por los siguientes motivos:

- | | |
|---|---------------------------------|
| Raza | Identidad o expresión de género |
| Color | Estado familiar |
| Sexo (u hostigamiento sexual o de género) | Responsabilidades familiares |
| Nacionalidad | Matriculación |
| Religión | Afiliación política |
| Edad | Información genética |
| Estado civil | Discapacidad |
| Apariencia personal | Fuente de ingreso |
| Orientación sexual | Lugar de residencia o negocio |

El hostigamiento sexual es una forma de discriminación sexual que está prohibida por la Ley. Además, el hostigamiento basado en cualquiera de las categorías anteriores, también está prohibido por la Ley. No se tolerarán actos discriminatorios que infrinjan la Ley. Los infractores estarán sujetos a medidas disciplinarias. La Ley de Derechos Humanos del Distrito de Columbia (D.C.), Sección 2-1402.31(a) del Código del D.C., prohíbe todo tipo de acto que se realice parcial o totalmente con la finalidad de discriminar:

“Negarle a una persona, de forma directa o indirecta, el derecho a disfrutar a plenitud y equitativamente de los bienes, servicios, instalaciones, privilegios, ventajas y adaptaciones de cualquier lugar sujeto a adaptaciones públicas [...]”

Estas prohibiciones también son aplicables a las denegaciones de crédito o seguro.

LAS QUEJAS POR POSIBLES VIOLACIONES EN VIRTUD DE ESTA LEY, PUEDEN DIRIGIRSE A:

Government of the District of Columbia
Office of Human Rights
441 4th Street, N.W., 570N
Washington, D.C. 20001
Teléfono (202) 727-4559 • Fax (202) 727-9589
www.ohr.dc.gov
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COLOMBIA
PARENTAL LEAVE ACT

Parental Leave Act

- Know Your Rights in the District of Columbia -



Work Leave for Parenting Purposes

The District of Columbia Parental Leave Act allows employees who are parents or guardians to take 24 hours of leave (paid or unpaid) during a 12 month period to attend school-related activities. School events include but are not limited to: parent-teacher conferences, concerts, plays, rehearsals, sporting events, and other activities where the child is a participant or the subject of the event, not a spectator.

The employee must notify the employer 10 days before the requested leave unless the school-related activity was not reasonably foreseeable. The leave can be unpaid or paid family, vacation, personal, compensatory or leave bank leave.

The employer may deny the leave if granting the leave would disrupt the employer's business and make the achievement of production or service unusually difficult.

Definition of Parent or Guardian

An employee is considered a parent or guardian for purposes of this Act if he or she is:

- biological mother or father of a child;
- person who has legal custody of a child;
- person who acts as a guardian of a child;
- aunt, uncle, or grandparent of a child; or is
- a person married or in a domestic partnership to a person listed above.

Employer Posting Requirements

The employer must post and maintain this notice in a conspicuous place. An employer that willfully fails to post this notice may be ordered to pay a fine of up to \$100 for each day the employer fails to post the notice.

Filing a Complaint of a Violation

If you believe an employer has wrongfully denied you parental leave under this statute, you can file a complaint within one year of the incident with the Office of Human Rights (OHR). To file a complaint, visit:

- **Online** at ohr.dc.gov; or
- **In-Person** at 441 4th Street NW, Suite 570N, Washington, DC 20001.

Questions about the OHR process can also be answered by phone at (202) 727-4559.

COLOMBIA
RIGHT TO BREASTFEED

OHR WORKPLACE POSTERS:

The Right to Breastfeed



Under the District of Columbia Human Rights Act of 1977, as amended,

- A woman has a right to breastfeed her child in any location, public or private, where she has the right to be with her child, without respect to whether the mother's breast or any part of it is uncovered during or incidental to the breastfeeding of her child.
- An employer must provide reasonable daily unpaid break-time, as required by an employee so she may express breast milk for her child to maintain milk supply and comfort.
- The break-time for expression of milk, if possible, may run concurrently with any break-time, paid or unpaid, already provided to the employee.
- An employer is not required to provide break-time if it would create an undue hardship on the operations of the employer.
- An employer shall make reasonable efforts to provide a sanitary room or other location in close proximity to the work area, other than a bathroom or toilet stall, where an employee can express her breast milk in privacy and security.
- The employer must create a policy for breastfeeding mothers and must post and maintain a poster in a conspicuous place that sets forth these requirements.
- The employee must file within one (1) year of the occurrence or discovery of the violation of the Act. An employee of the District of Columbia government must file within 180 days of the occurrence or discovery of the violation.
- If the employee feels as if she is being discriminated against under the Act, she may contact:

THE DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS

441 4th Street, NW : Suite 570 North : Washington, DC 20001
[202] 727 / 4559 or ohr.dc.gov