

District of Columbia Labor Law Postings

Thank you for using GovDocs.com! Your order contains the following state posters:

<u>Name of Poster</u>	<u>Posting Requirements</u>	<u>Agency Responsible</u>
Workers' Compensation	All employers	Office of Workers' Compensation
Minimum Wage	All employers	Office of Wage-Hour
Human Rights Law (English & Spanish)	All employers	Office of Human Rights
Public Accommodations (English & Spanish)	All public accommodations	Office of Human Rights
Unemployment Insurance	All employers	Dept of Employment Services
Fair Housing Opportunity (English & Spanish)	Recommended for businesses engaged in the sale or rental of real property	Office of Human Rights
Child Labor Law	All employers of minors under 18	Office of Human Rights

Printing and Posting Instructions

- 1.) Print each of the posters listed above on 8.5”x11” paper.
- 2.) Check to make sure that all of the posters were successfully printed.
- 3.) Read each poster carefully to check for special posting requirements that might apply to your business.
- 4.) For posters that are larger than 1 page, you may want to fold the margin on the top of the second page down and tape the poster together in the back for best appearance.
- 5.) Put all of the posters up in a conspicuous area where all employees will see them (such as an employee lounge, break room, or cafeteria). Print multiple copies if necessary to provide adequate coverage for your workplace.
- 6.) The GovDocs.com Customer Agreement allows you to print each poster as many times as necessary for one business location.

**DISTRICT OF COLUMBIA GOVERNMENT
DEPARTMENT OF EMPLOYMENT SERVICES
OFFICE OF WORKERS' COMPENSATION**

PO BOX 56098 • WASHINGTON, DC 20011 • (202) 671-1000 • (202) 671-1929 (fax)

Warning: it is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.

NOTICE OF COMPLIANCE TO EMPLOYEES

1. You are required by law to report promptly to your employer and the Office of Workers' Compensation an occupational injury or disease, even if you deem it to be minor. Form No. 7 DCWC, Notice of Accidental Injury or Occupational Disease, to be obtained from the employer or the Office of Workers' Compensation, must be used for that purpose. After you have completed and signed it, you should mail it to the Office of Workers' Compensation at the above address, and to your employer.
2. You are entitled, if required, to the services of a physician or hospital of your choice and lost wages. Call (202) 671-1000 for information.
3. You may not sue your employer as a result of a work-connected injury or disease by reason of your exclusive remedy under the Workers' Compensation Law.
4. In order to preserve your right to benefits under the DC Workers' Compensation Law, you must file a written claim on Form No. 7A DCWC, Employee's Claim Application, within one (1) year after your injury, or within one (1) year after the last payment of benefits.
5. If you desire information regarding your rights and obligations prescribed by law, you may call your employer first. If you need further information you may call the Office of Workers' Compensation at (202) 671-1000.
6. The law gives you the right to be represented if you so desire.

TO EMPLOYERS

1. You are required to have Workers' Compensation insurance coverage if you have 1 or more employees.
2. You are required to display this poster at each worksite so that it will be of the greatest possible benefit to your employees.
3. You must file an Employer's First Report of Injury or Occupational Disease, Form No. 8 DCWC, with the Office of Workers' Compensation, copy to the nearest claim office of your insurer, on all occupational injuries or disease, as soon as possible, but no later than 10 days after the date of knowledge thereof.
4. Your employee must file Form No. 7 DCWC, Employee's Notice of Accidental Injury or Occupational Disease. Please provide your employee with Form No. 7 DCWC and direct them to complete it and return it to you and the Office of Workers' Compensation. Once you have received notice from the employee, you are required to send the employee a notice of his/her rights and obligations by certified mail, return receipt requested.
5. You are required to report to the Office of Workers' Compensation, and your insurer, any disability of more than 3 days which was not previously reported, as soon as possible, but no later than 10 days after the date of knowledge thereof.
6. You are required to furnish, or cause to be furnished, reasonable medical and hospital services, other remedial care or vocational rehabilitation, and various types of disability compensation, to an injured or disabled employee.
7. You are required to obtain from the insurer identified below a supply of all required Workers' Compensation Forms, or you may download the forms and notice mentioned above at our website <http://www.does.dc.gov>

NOTICE: Violation of the various provisions of the Workers' Compensation law provides for civil penalties.

The undersigned employer hereby gives notice of compliance with all provisions of the Workers' Compensation Law and Administrative Regulations

NAME OF EMPLOYER

BY _____

NAME OF INSURANCE COMPANY

Employer ID Number

(If number unknown, employer to request from IRS)

**THIS NOTICE IS TO BE POSTED CONSPICUOUSLY IN
AND ABOUT EMPLOYER'S PLACE(S) OF BUSINESS**

LDC01

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GOVERNMENT OF THE DISTRICT OF COLUMBIA



MINIMUM WAGE POSTER

(THIS SUMMARY MUST REMAIN POSTED IN A CONSPICUOUS PLACE WHERE EMPLOYEES MAY READ)

THE “MINIMUM WAGE EMERGENCY AMENDMENT ACT OF 2004” REQUIRES THAT PERSONS EMPLOYED IN PRIVATE INDUSTRY IN THE DISTRICT OF COLUMBIA RECEIVE AT LEAST:

A MINIMUM WAGE OF: \$7.00 PER HOUR (EFFECTIVE JANUARY 1, 2006)

OVERTIME PAY

After 40 hours of work in a workweek at a rate not less than one and one-half times the employee's regular rate of pay.

MINIMUM WAGE EXCEPTIONS

The minimum wage provision does not apply in instances where other laws or regulations establish minimum wage rates for the following:

1. Handicapped workers may be paid less only when the employer has received an authorizing certificate from the U.S. Department of Labor.
2. Persons employed under provisions of the Workforce Investment Act (WIA) shall be paid pursuant to that ACT.
3. Persons employed under provisions of the Youth Employment Act (YEA) shall be paid pursuant to that Act.
4. Persons employed under provisions of the Older Americans Act (OAA) shall be paid pursuant to that Act.
5. Adult Learners: Newly hired persons 18 years of age or older may be paid the minimum wage established by the United States government.
6. Students employed by institutions of higher education may be paid the minimum wage established by the United States government.
7. Individuals under 18 years of age may be paid the minimum wage established by the United States government.
8. The minimum wage provision does not apply to persons:
 - (a) employed in a bona fide executive, administrative, professional or outside salesperson capacity; or
 - (b) engaged in the delivery of newspapers to the home of the consumer.

OVERTIME EXCEPTIONS

The overtime provision shall not apply to persons employed:

1. in a bona fide executive, administrative, professional or outside salesperson position;
2. as a private household worker who lives on the premises of the employer, or as a companion for the aged or infirm in the home of by whom employed.
3. in a retail or service establishment and whose regular rate of pay is in excess of one and one-half times the minimum hourly rate applicable under the Act and more than one-half of the employee's compensation for a representative period (not less than one month) represents commission on goods or services;
4. as a seaman, by a railroad, as an attendant in a parking lot or parking garage or in newspaper home delivery;
5. by an air carrier who voluntarily exchanges workdays with another employee for the primary purpose of utilizing air travel benefits available to these employees;
6. as a salesperson, partsperson or mechanic primarily engaged in selling or servicing automobiles, trailers or trucks, if employed by a nonmanufacturing establishment primarily engaged in the business of selling these vehicles to ultimate purchasers;
7. primarily to wash automobiles by an employer whose annual dollar volume of sales is derived by more than 50% from washing automobiles, and for the employee's employment in excess of 160 hours over a period of four consecutive workweeks, the employee receives compensation at a rate of one and one-half times or more the regular rate at which employed.

Persons not entitled to overtime pay under District law, may be entitled under Federal law. For information call the U.S. Dept. of Labor, Wage and Hour Division.

TIPPED EMPLOYEES: A service rate minimum of \$2.77 per hour may be paid to employees who engage in occupations in which tips are customarily and regularly received from patrons. If an employee's hourly tips (averaged weekly) added to the service rate do not equal at least the minimum wage, the employer must pay the balance.

UNIFORMS: Employers must pay the cost of purchase, maintenance and cleaning of uniforms and protective clothing required by employer or by law OR pay the employee 15 cents per hour in addition to the minimum wage (maximum required is \$6.00 per week) for washable uniforms. When the employer purchases and the employee maintains washable uniforms, the additional payment is 10 cents per hour. When the employer cleans and maintains but the employee purchases, the additional payment is 8 cents per hour.

MEALS: Employers may deduct up to **\$2.12** for each meal made available. For four hours or less of work a maximum of one meal deduction is allowed. For over four hours of work a maximum of two meal deductions is allowed. For live-in workers a maximum of \$6.36 daily deduction is allowed.

OTHER PROVISIONS: Additional wages are due to employees for split shifts, travel expenses and tools. Other deductions may be taken for lodging provided.

DEDUCTIONS: No employer shall make any deduction, except those specifically authorized by law or court order, which would bring the wages below those required by the Act. An itemized wage statement showing all deductions must be provided with each pay check.

RECORDS: Every employer shall make and keep for at least three (3) years accurate time and payroll records for each employee, in addition to other detailed records required by the Act.

OTHER LAWS ADMINISTERED BY THE OFFICE OF WAGE-HOUR

WAGE PAYMENT AND WAGE COLLECTION LAW: Every employer shall pay all wages earned to his employees at least twice during each calendar month, on regular paydays designated in advance by the employer. However, no more than ten (10) working days may elapse between the end of the pay period covered and the regular payday. Whenever an employer discharges an employee, the employer shall pay the employee's wages not later than the working day following the discharge. However, in the instance of an employee who resigns, the employer shall pay the employee's wages the next regular payday or within seven days from the date of resigning, whichever is earlier.

WAGE GARNISHMENT ACT: No employer shall garnish the wages of an employee except pursuant to a court order.

SEATS LAW: Employers are required to provide seats for the employees' use when they are not actively employed in their work.

ENFORCEMENT AND PENALTIES

The District of Columbia Government may recover back wages, either administratively or through court action, for the employees who have not been paid pursuant to these laws. Violations may result in civil or criminal action. Any employer who violates these laws shall be subject to civil penalties of up to \$300 for the first offense and up to \$500 for subsequent violations; and additionally, any employer who willfully violates these laws shall, upon conviction, be subject to fines up to \$10,000 or imprisonment.

EMPLOYEES MAY NOT BE DISCHARGED FOR FILING A COMPLAINT OR PARTICIPATING IN ANY PROCEEDING.

This is a summary of the D.C. wage laws. For the complete text and the "Wage-Hour Rules," or to file a complaint contact: Department of Employment Services, Office of Wage-Hour, (202) 671-1880.

www.does.dc.gov



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
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

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
Adrian Fenty, 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:

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
Adrian Fenty, Mayor



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



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

Adrian Fenty, Mayor



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
Adrian Fenty, Alcalde

NOTICE TO EMPLOYEES

Information on Unemployment Compensation in the District of Columbia

Your employer is subject to the District of Columbia Unemployment Compensation Act which establishes a system of protecting insured workers from complete wage loss when they become unemployed through no fault of their own and are seeking new jobs. To help finance the unemployment insurance system, a tax is levied against employers -- not workers. No deductions are made from your pay for this purpose. This program is administered by the District of Columbia's Department of Employment Services.

If you should become unemployed or your hours are reduced, you may be entitled to receive unemployment compensation benefits. To apply for benefits, please call and make an appointment to visit one of the One Stop Service Centers listed below.

**CVS/South Capitol Street One-Stop
Career Center**

**4049 South Capitol Street, S.W.
Washington, D.C. 20032**

Phone: (202) 724-7000

Fax: (202) 645-5337

Monday - Friday 8:00 a.m. to 3:30 p.m.

**Naylor Road One-Stop
Career Center**

**2626 Naylor Road, S.E.
Washington, D.C. 20020**

Phone: (202) 724-7000

Fax: (202) 645-5246

Monday - Friday 8:00 a.m. to 3:30 p.m.

Franklin Street One-Stop Career Center

1500 Franklin Street, N.E.

Washington, D.C. 20002

Phone: (202) 724-7000

Fax: (202) 576-3103

Monday - Friday 8:00a.m. to 3:30 p.m.

You may also apply for benefits through the internet at www.dcnetworks.org

IMPORTANT : Employers must display this Notice To Employees prominently on the work premises.

Government of the District of Columbia
Anthony A. Williams, Mayor



Department of Employment Services
Gregory P. Irish, Director

Rev. 08/2005



DISTRICT OF COLUMBIA

FAIR HOUSING LAW

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**
- 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.

It is unlawful for any person to practice discrimination in the rental or sale of housing accommodations and commercial space in the District of Columbia on the basis of the above categories.

The D.C. Human Rights Act of 1977, Section 2-1402.21 of the D.C. Code, prohibits acts performed wholly or partially for a discriminatory reason:

“To interrupt, or terminate, or refuse, or fail to initiate or conduct any transaction in real property; or to require different terms for such transaction; or to represent falsely that an interest in real property is not available for transaction;...”

Similar prohibitions apply to “blockbusting,” “steering,” and financing.

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
 Adrian Fenty, Mayor



LEY DE EQUIDAD DE VIVIENDA

De conformidad con la Ley de Derechos Humanos de 1977 del Distrito de Columbia (D.C.), 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	Estado civil	Matriculación
Color	Apariencia personal	Afiliación política
Sexo (u hostigamiento sexual o de género)	Orientación sexual	Discapacidad
Nacionalidad	Identidad o expresión de género	Fuente de ingreso
Religión	Estado familiar	Lugar de residencia o negocio
Edad	Responsabilidades familiares	

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.

Es ilegal que una persona cometa actos discriminatorios en sitios comerciales y al alquilar o vender viviendas en el Distrito de Columbia con base a las categorías señaladas anteriormente.

La Ley de Derechos Humanos del Distrito de Columbia (D.C.) de 1977, Sección 2-1402.21 del Código del D.C., prohíbe todo tipo de acto que se realice parcial o totalmente con la finalidad de discriminar:

“Interponerse, cancelar, negarse o no iniciar ni llevar a cabo una transacción de bienes inmuebles; o requerir términos distintos para tales transacciones; o representar falsamente que un interés en un bien inmueble no está disponible para una transacción; [...]”

Prohibiciones semejantes son aplicables a los actos de “acoso inmobiliario”, en casos en que se aleje o atraiga, bajo pretensiones falsas, a un comprador o inquilino, y en el financiamiento de viviendas.

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
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Adrian Fenty, Alcalde

NOTICE

PROVISIONS OF THE 1928 CHILD LABOR LAW

D.C. PUBLIC SCHOOLS D.C. Code, Chapter 5 -Employment of Minors, Sect. 36-501 to 36-524

AGE REGULATIONS

No minor under 14 years of age shall be employed or permitted to work in any gainful occupation with the exception that minors 10 years and older may be employed outside of school hours in the distribution of newspapers and minors 12 years and over may be employed in the sale of newspapers. (Section 36-501)

No minor under 16 years of age shall be employed at any of the following occupations: (1) In the operation of any machinery operated by power other than hand or foot power; (2) In oiling, wiping, or cleaning machinery or assisting therein. (Section 36-504)

No minor under 18 years of age shall be employed: (1) At operating any freight or non-automatic elevator; (2) in any quarry, tunnel, or excavation. (Section 36-505)

No minor under 16 years of age shall be employed in the stuffing of newspapers, nor shall the work of any minor between 16 and 18 years of age employed as a newspaper inserter exceed 40 hours in any one week, nor shall they be so employed on more than one night in any one week. (Section 36-515)

No minor shall be employed, permitted or suffered to work in any place of employment, or at any employment, dangerous or prejudicial to the life, health, safety or welfare of such minor. The Board of Education shall have the power, jurisdiction and authority, after hearing duly held, to issue general or special orders prohibiting the employment of minors in any employment or at any place found to be dangerous or prejudicial to the life, health, safety or welfare of the minor. (Section 36-503)

No minor under the age of 18 may be employed in any establishment where alcoholic beverages are served or sold on the premises. (Board of Education Ruling, by authority of (Section 36-503))

No minor under the age of 18 may be employed in any occupation found to be hazardous, or detrimental to their health and well-being, under the authority of the Fair Labor Standards Act. (Section 36-503)

Minors under the age of 18 who are employed in any professional theatrical production, musical, dance recital, concert, motion picture, television, radio or in a professional sports activity or circus must obtain a theatrical employment permit. (Section 36-506)

HR STANDARDS

No minor under 18 years of age shall be employed in connection with any gainful occupation more than 6 consecutive days in any one week, or more than 48 hours in any one week or more than 8 hours in any one day. (Section 36-502)

No minor under the age of 16 shall be employed before 7:00 AM or after 7:00 PM on any day except during the summer (June 1st through Labor Day) when they may work until 9:00 PM. (Section 36-502)

WORK PERMIT REQUIREMENTS

No minor under the age of 18 shall be employed in any gainful occupation unless the employer has obtained a Work Permit, or Vacation Permit. This permit must be kept on file and accessible to any person authorized to enforce this Act. (Section 36-507)

No permit shall be valid except for the named minor and for the specific employer and occupation designated. (Section 36-508)

PENALTIES

Whoever employs any minor in violation of any of the provisions of the D.C. Child Labor Law or any order issued under the act, shall be subject to prosecution. (Section 36-524)

(This Notice Must Be Posted Conspicuously In Any Workplace Where Minors Are Employed)