Office of Human Rights
DISTRICT OF COLUMBIA

Protected Traits in the DC Human Rights Act

The DC Office of Human Rights enforces the DC Human Rights Act, which makes discrimination illegal based on 19 protected traits for people that live, visit or work in the District of Columbia. The DC Human Rights Act prohibits discrimination in *housing, employment, public accommodations and educational institutions.*

Protected Traits for Housing, Employment, Public Accommodations and Educational Institutions include:

1. **Race:** classification or association based on a person's ancestry or ethnicity
2. **Color:** skin pigmentation or complexion
3. **Religion:** a belief system which may or may not include spirituality
4. **National origin:** the country or area where one's ancestor's are from
5. **Sex:** a person's gender; includes sexual harassment and a woman's right to breastfeed
6. **Age:** 18 years or older
7. **Marital status:** married (same-sex or opposite-sex), single, in a domestic partnership, divorced, separated, and widowed
8. **Personal appearance:** outward appearance, but is subject to business requirements or standards
9. **Sexual orientation:** homosexuality, heterosexuality, and bisexuality
10. **Gender identity or expression:** your gender-related identity, behavior, appearance, expression or behavior which is different from what you are assigned at birth
11. **Family responsibilities:** supporting a person in a dependent relationship, which includes, but is not limited to, your children, grandchildren and parents.
12. **Political affiliation:** belonging to or supporting a political party
13. **Disability**: a physical or mental impairment that substantially limits one or more major life activities.

Additional Traits Applicable to Some Areas include:

14. **Matriculation** (applies to housing, employment and public accommodations)**:** being enrolled in a college, university or some type of secondary school.
15. **Familial Status** (applies to housing, public accommodations and educational institutions)**:** a parent or guardian with 2 or more children under 18
16. **Genetic information** (applies to employment, public accommodations and educational institutions)**:** Your DNA or family history which may provide information as to a person's predisposition or likely to come down with a disease or illness.
17. **Source of Income** (applies to housing, employment and educational institutions)**:** origination of a person's finances
18. **Place of Residence or Business** (applies to housing and public accommodations)**:** geographical location of home or work
19. **Status as a Victim of an Intrafamily Offense** (applies to housing)**:** a person who was subjected to domestic violence, sexual assault and stalking

Please note that these definitions are not exhaustive.

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