

GOVERNMENT OF THE DISTRICT OF COLUMBIA

ADMINISTRATIVE ISSUANCE SYSTEM

Mayor's Order 2011-155
September 9, 2011

SUBJECT: Amendment of Mayor's Order 2006-151, dated November 6, 2006
Uniform Language in D.C. Government Anti-Discrimination Issuances
and Equal Employment Opportunity Notices

ORIGINATING AGENCY: Office of the Mayor

By virtue of the authority vested in me as Mayor of the District of Columbia by section 422(11) of the District of Columbia Home Rule Act, approved December 24, 1973, 87 Stat. 790, Pub. L. 93-198, D.C. Official Code § 1-204.22(11) (2011 Supp.), it is hereby **ORDERED** that Mayor's Order 2006-151, dated November 6, 2006, is modified as follows:

1. All documents that recite the District of Columbia's policy against discrimination shall fully enumerate all categories of discrimination protected from discrimination by the Human Rights Act of 1977, as amended, effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code §§ 2-1401.01 *et seq.*) The following language shall be stated in all such documents:

NOTICE OF NON-DISCRIMINATION

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code §§2-1401.01 *et seq.* (Act), the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, or 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 protected categories is prohibited by the Act. Discrimination in violation of the Act will not be tolerated. Violators will be subject to disciplinary action.

2. This Order shall be applicable to all agencies under the direction and control of the Mayor. This Order governs uniform language which shall be placed in any document that recites the District's anti-discrimination policy. Examples of such documents are: job postings, job applications, program brochures, equal opportunity notices and postings, general orders, department directives, special instructions, and materials processed through the Administrative Issuance System which recites the District's anti discrimination policy.
3. The Director of the D.C. Office of Human Rights, or the designee thereof, is authorized and directed to implement this Order and to monitor the compliance of executive departments and agencies with its directives.
4. **EFFECTIVE DATE:** This order shall become effective 30 days after the date of this order.



VINCENT C. GRAY
MAYOR

ATTEST: 

CYNTHIA BROCK-SMITH
SECRETARY OF THE DISTRICT OF COLUMBIA