


EMPLOYEE RIGHTS IN THE DISTRICT OF COLUMBIA:	
Do you know your rights as an employee working in Washington, DC?	
Employees have the right:	
<ul style="list-style-type: none"> <li>• To be paid at least the minimum wage</li> <li>• To be paid on time</li> <li>• To receive a detailed pay stub</li> <li>• To accrue and use paid sick and safe leave</li> <li>• To request time off to attend a child's school-related activities</li> <li>• To qualify for unpaid family and medical leave</li> <li>• To be compensated for work-related illness or injury</li> </ul>	<ul style="list-style-type: none"> <li>• To remain free from discrimination</li> <li>• To be accommodated in the workplace during pregnancy</li> <li>• To remain free from employer retaliation for discussing or exercising any of these rights</li> <li>• To file a complaint for violation of workplace rights with the Department of Employment Services (DOES) or the Office of Human Rights (OHR)</li> </ul>


*To learn about these workplace rights, visit the websites below. This notice does not create, expand, or limit any rights under District or Federal law.*

**OFFICE OF WAGE-HOUR**


The Office of Wage-Hour conducts compliance audits and works to recover unpaid wages for employees who have not been paid pursuant to DC wage laws, either administratively or through court action. Wage-Hour compliance involves ensuring adherence to the wage laws of the District of Columbia by holding employers accountable to the laws.



**Wage-Hour Phone Number:** 202-671-1880



**Wage-Hour Website:** [dc.gov/service/office-wage-hour-compliance-0](https://dc.gov/service/office-wage-hour-compliance-0)



**File a Wage-Hour Claim:** [dc.gov/page/office-wage-hour-employees](https://dc.gov/page/office-wage-hour-employees)

**Office of Human Rights** Phone Number: 202-727-4559

**Office of Human Rights Website:** [ohr.dc.gov](https://ohr.dc.gov)


**File a Human Rights Claim:** [ohr.dc.gov/page/tipped-wage-workers-fairness-act](https://ohr.dc.gov/page/tipped-wage-workers-fairness-act)

**Office of the Attorney General**

**Office of the Attorney General website:** [oag.dc.gov/worker-rights](https://oag.dc.gov/worker-rights)

**Phone Number:** 202-727-3400

**Scan here for more information regarding your employment and labor rights.**



This QR Code shall that collect, analyze, or sell any personally identifiable information.

**DOES**

DISTRICT OF COLUMBIA  
DEPARTMENT OF  
EMPLOYMENT SERVICES

WE ARE  
WASHINGTON  
DC

GOVERNMENT OF THE  
DISTRICT OF COLUMBIA

**MURIEL BOWSER, MAYOR**

**Paid Family Leave**

dc paid  
family leave  
GOVERNMENT OF THE DISTRICT OF COLUMBIA

**DOES**  
DISTRICT OF COLUMBIA  
DEPARTMENT OF EMPLOYMENT SERVICES

GOVERNMENT OF EMPLOYMENT SERVICES

**NOTICE TO EMPLOYEES**

**Information on Paid Family Leave in the District of Columbia**

Your employer is subject to the District of Columbia Paid Family Leave law, which provides covered employees paid time off from work for qualifying parental, family, medical, and personal events. For more information about the Paid Family Leave program, please visit the Office of Paid Family Leave website at [dcpaifamilyleave.dc.gov](http://dcpaifamilyleave.dc.gov).

**Covered Workers**

To receive benefits under the Paid Family Leave program, you must work for a covered employer in DC. If you do not have a covered employer, you can ask your employer or contact the Office of Paid Family Leave to contact information below. Your employer is required to tell you if you are covered by the Paid Family Leave program. Additionally, your employer is required to provide you information about the Paid Family Leave program in three ways (3 times):

1. At the time you were hired.
2. At least once a year; and
3. If you ask your employer for leave that would qualify for benefits under the Paid Family Leave program.

**Covered Events**

You are eligible for 12 weeks of Paid Family Leave benefits if you are covered by the law for the following reasons:

1. Parental leave - receive benefits to bond with a new child for up to 12 weeks in a year;
2. Family leave - receive benefits to care for a family member for up to 12 weeks in a year;
3. Medical leave - receive benefits for your own serious health condition for up to 12 weeks in a year; and
4. Prenatal leave - receive benefits for medical care for up to 2 weeks in a year.

**Maximum Leave Entitlement**

Each kind of leave has its own eligibility rules and its own limit on the length of time you can receive benefits in a year. The maximum amount of leave for any combination of parental, family, and medical leave is 12 weeks. However, there is an exception for pregnant women who take prenatal leave. Pregnant women are eligible for 7 weeks of prenatal leave while pregnant and 12 weeks of prenatal leave after giving birth, for a maximum of 14 weeks.

**Applying for Benefits**

If you have experienced an event that may qualify for benefits, be sure to apply no more than 30 days after the event. You can learn more about applying for benefits with the Office of Paid Family Leave at [dcpaifamilyleave.dc.gov](http://dcpaifamilyleave.dc.gov).

**Benefit Amounts**

Paid Family Leave benefits are based on the wages your employer paid to you and are reported in the Department of Employment Services' Form DC-899. If you believe your wages were reported incorrectly, such as the right to provide proof of your current wages. The current maximum weekly benefit amount is \$1,153.

**Employment Protection**

The Office of Paid Family Leave does not administer any job protection for District workers who take leave from work. However, some job protections may be available under law and regulations administered by the District's Office of Human Rights (OHR).

Under the Universal Paid Leave Act, the Office of Paid Family Leave is required to provide notice of the following:

1. That retaliation by a covered employer against a covered employee for requesting, applying, or using paid leave benefits is prohibited.
2. That an employer who works for a covered employee with under 2 employees shall not be entitled to job protection if he or she decides to take paid leave from work to pursue this act, and
3. That employees have a right to file a complaint with the OHR if they feel they have been retaliated against for requesting, applying for, or using paid leave.

For more information on OHR and job protection, please visit the following web address: [ohra.dc.gov](http://ohra.dc.gov).  
For more information about Paid Family Leave, please visit the Office of Paid Family Leave's website at [dcpaifamilyleave.dc.gov](http://dcpaifamilyleave.dc.gov), call 202-899-7300, or email [dcpl@dcpaifamilyleave.dc.gov](mailto:dcpl@dcpaifamilyleave.dc.gov).

**Office of Paid Family Leave, 4058 Minnesota Avenue NE | Washington DC 20019**

OPL EE

EEO

## Office of Human Rights Equal Employment Opportunity (EEO) Workplace Poster

Updated: May 17, 2024

### 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	- Personal Appearance	- Disability
- Color	- Sexual Orientation	- Credit Information
- Sex (including pregnancy)	- Gender Identity or Expression	- Status as a victim or family member of a victim of Domestic Violence, Sexual Offense or Stalking (DPSO)
- National Origin	- Family Responsibilities	- Homosexuality
- Religion	- Marital Status	- Ancestry
- Age	- Political Affiliation	- Genetic Information
- Marital Status	- Genetic Information	- Homeless Status

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 may 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 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;
- to care for a seriously ill family member.

It also allows for 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 30 weeks during a 24-month period.  
During the period of leave, an employer should not lose benefits such as seniority or group health plan coverage. The employer may require medical certification and reasonable prior notice when applicable.  
Employees are eligible under the Act if they have been employed by the employer for at least 12 consecutive or non-consecutive months in the seven years immediately preceding the start of the family or medical leave, and worked at least 1,000 hours during those 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 business leave<sup>1</sup> during any 12-month period to attend or participate in school-related events for his or her child.

### Know Your Rights in the District of Columbia

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 named in a power of attorney document.

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

If you believe an employer has wrongfully denied you family or medical leave, or retaliated against you 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](http://ohr.dc.gov)
- 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.

<sup>1</sup> Additional categories protected from discrimination but not in the area of employment include: familial status, source of income, place of residence or business, sexual orientation and race, status as a victim of an intimate partner offense.

<sup>2</sup> Leave includes paid vacation, sick leave or time off used any paid family, vacation, or compensatory leave provided by the employer.

The seal features the words "WE ARE WASHINGTON" above a large, stylized letter "DC".

GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
**MURIEL BOWSER, MAYOR**

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441 4th Street NW, Suite 570 North  
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dlc@dc.gov  
Email: [dhr@dohr.org](mailto:dhr@dohr.org)  
Phone: (202) 727-4559  
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REV. 05/17/2024

TWO ways to verify poster compliance!

To update your labor law posters contact

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