How to File a Complaint

Any individual who believes that he or she has been subjected to unlawfull discrimination may file a complaint with the Office of Human Rights and Equity Programs within 365 days of the alleged discrimination. Complaints are taken in person or by telephone. The filing of a complaint begins the investigative process.

Once a complaint has been filed, both parties to the complaint will be provided with the option to participate in mediation facilitated by one of our mediators. If the parties choose not to participate in mediation or if mediation is unsuccessful, the investigation continues.

Through a series of steps that may include document requests, witness interviews and site visits, Commission staff will issue a determination on whether or not there is probable cause to believe discrimination has occurred.

If you believe you have been subjected to discrimination you should promptly contact the Fairfax County Office of Human Rights at 703-324-2953, TTY 711 or online at www.fairfaxcounty.gov/ohrep.

Human Rights Commission
Fairfax County, Virginia
12000 Government Center Pkwy
Suite 318
Fairfax, VA 22035-0093
Tel: 703-324-2953
TTY: 711
www.fairfaxcounty.gov/ohrep

A Fairfax County, Va., Publication

Fairfax County is committed to nondiscrimination on the basis of disability in all county programs, services and activities. Reasonable ADA accommodations and alternative information formats will be provided upon request.

March 2013

Fairfax County Human Rights Commission

Know Your Rights

Fairfax County Human Rights Commission
Office of Human Rights and Equity Programs
Human Rights Division

Who We Are

The Fairfax County Office of Human Rights and Equity Programs, Human Rights Division enforces the Fairfax County Human Rights Ordinance of 1974. The office receives and investigates complaints filed by any person who believes he or she has been subjected to discrimination.

Under the Ordinance, it is illegal to discriminate against any person on the basis of his or her membership in one of the following protected classes:

- Race
- Color
- Sex
- Religion
- National Origin
- Marital Status
- Age
- Familial Status*
- Disability
- Genetic Information

* Applies to housing only.

The Ordinance protects against discrimination in:

- Employment
- Public Accommodations
- Credit
- Private Education
- Housing

The office also provides educational services regarding compliance with the Ordinance to citizens, employers, organizations, businesses and the housing industry operating in Fairfax County.

Your Rights

Employment
The law prohibits employers having four or more employees, employment agencies and labor organizations operating in Fairfax County from discriminating against a person based on the person's membership in a protected class.

Public Accommodations
The law prohibits owners, managers/supervisors, and employees of places that are open to the public from denying any person access to and full enjoyment of the accommodations and any related facilities, privileges or other advantages based on a person's membership in a protected class.

Credit
The law prohibits any lending institution from providing, denying or terminating credit or other credit-related services because of a person's membership in a protected class.

Private Education
The law prohibits any private educational institution or its agents, employees or officers from discriminating in the terms, conditions, benefits, privileges or services of that institution because of a person's membership in a protected class.

Housing
It is unlawful in Fairfax County to discriminate in the sale, rental and financing of housing and in other housing-related transactions, based on race, color, national origin, religion, sex, familial status (families with children under the age of 18), disability (mental or physical), elderliness (age 55 or older) or marital status.

In addition, it is against the law to use discriminatory advertising or make any discriminatory statement in connection with any real estate or real estate-related transaction.

It is also unlawful to threaten, coerce, intimidate or interfere with anyone exercising a fair-housing right or assisting others who exercise that right.

Retaliation
It is unlawful to retaliate against someone due to their participation in a protected activity including filing a charge of discrimination, testifying, assisting or participating in any investigation, proceeding or hearing.