## ARE YOU A VICTIM OF EMPLOYMENT DISCRIMINATION?

- Were you demoted because of your race or color?
- Were you terminated from your job because of your pregnancy?
- Did a company refuse to hire you because you use a wheelchair, even though you were the most qualified candidate?
- Were you denied a promotion because you are age 40 or older?
- Were you terminated from your job because you protested an act of discrimination?

If you believe these or similar situations have happened to you, you may be a victim of employment discrimination.

## HOW WE SERVE YOU

OHREP is a neutral, fact-finding, administrative agency that enforces the Fairfax County Human Rights Ordinance and the Fairfax County Fair Housing Act. We do not provide legal representation.

Our office addresses discrimination by:

- Resolving cases through intake, screening, mediation, investigation, conciliation, and public hearings.
- Testing to determine the extent of discrimination in Fairfax County.
- Providing speakers and programs on civil rights topics, including housing and employment discrimination.

You can also find free publications regarding discrimination on our website and upon request.


**Fairfax County Office of Human Rights and Equity Programs**

**12000 Government Center Parkway, Suite 318**
**Fairfax, VA 22035-0093**
**Tel: 703-324-2953, TTY 711**
**fairfaxcounty.gov/humanrights**



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**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.**



September 2020

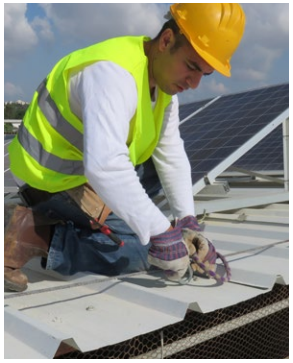

# EMPLOYMENT DISCRIMINATION

## Know Your Rights

**Fairfax County Office of Human Rights and Equity Programs**

## WHO WE ARE

**The Fairfax County Office of Human Rights and Equity Programs (OHREP) enforces the Fairfax County Human Rights Ordinance and the Fairfax County Fair Housing Act, which prohibit discrimination in employment, housing, public accommodations, private education, and credit. OHREP receives and investigates complaints filed by any person who believes they have been discriminated against in Fairfax County.**



## KNOW THE LAW

Under the Fairfax County Human Rights Ordinance, employers with four or more employees, employment agencies, and labor organizations operating in Fairfax County are prohibited from discriminating against any person based on their membership in one of the following **protected classes:**

- ☑ Race
- ☑ Color
- ☑ Religion
- ☑ Sex
- ☑ Sexual orientation
- ☑ Gender identity
- ☑ Marital status
- ☑ Pregnancy
- ☑ Childbirth or related medical conditions, including lactation
- ☑ Age
- ☑ Disability
- ☑ Status as a veteran
- ☑ National origin

The law prohibits employment discrimination against any person with regard to the following:

- ☑ Recruitment
- ☑ Hiring
- ☑ Promotion
- ☑ Termination
- ☑ Job transfer
- ☑ Job training
- ☑ Wages
- ☑ Any other term, condition, or privilege of employment

**Employees have the right to work in an environment free of discrimination and harassment, including, but not limited to, sexual harassment and racial harassment. Additionally, the law prohibits retaliation against any person due to the person's participation in a protected activity, including filing a complaint of discrimination and testifying, assisting, or participating in any investigation, proceeding, or hearing.**

## HOW TO FILE A COMPLAINT

If you think you have been subjected to unlawful discrimination, you can file a complaint with OHREP within 365 days from the date of the alleged discrimination. To file a complaint or to ask questions about filing a complaint:

**CALL US:** 703-324-2953, TTY 711

**VISIT OUR WEBSITE:**
fairfaxcounty.gov/humanrights

**VISIT OUR OFFICE:**
Fairfax County Government Center
12000 Government Center Parkway, Suite 318
Fairfax, VA 22035-0093

**There is no charge** for filing a complaint.

A complaint **must be filed within 365 days** from the date of the alleged discrimination.

## 6 STEPS TO FILE A COMPLAINT

From start to finish, you should expect the following steps during the investigation process.

1. You complete an intake questionnaire.
2. An investigator conducts an intake interview with you via telephone or in person to draft the complaint.
3. You prepare and sign a complaint form.*
4. The investigator notifies the respondent of the charge.
5. A thorough investigation takes place to determine the facts.
6. OHREP decides whether the evidence does or does not support your claim.

* Your complaint is not considered "filed" until you have signed it, and OHREP has accepted and stamped the complaint with a file date.