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.

Our office also provides educational services regarding compliance with the Human Rights Ordinance and the Fair Housing Act to citizens, employers, organizations, businesses, and the housing industry in Fairfax County.

KNOW THE LAW

The Fairfax County Human Rights Ordinance and the Fairfax County Fair Housing Act prohibit discrimination against any person on the basis of their membership in one of the following **protected classes:**

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

* Applies to housing only.

** Does not apply to housing.

KNOW YOUR RIGHTS

Not sure if your legal rights have been violated? The Fairfax County Human Rights Ordinance and the Fairfax County Fair Housing Act prohibit discrimination in:

Employment: An employer with four or more employees, employment agency, or labor organization demoted you, terminated you, denied you a reasonable accommodation, or denied you a promotion based on your membership in a protected class.

Public Accommodations: An owner, manager/supervisor, or employee of a place that is open to the public denied you access to and full enjoyment of accommodations and any related facilities, privileges, or other advantages based on your membership in a protected class.

Credit: A bank, financial organization, mortgage company, lending institution, or business provided, denied, or terminated your credit or other credit-related services because of your membership in a protected class.

Private Education: A private educational institution or its agents, employees, owners, or administrators treated you differently in the terms, conditions, benefits, privileges, or services of that institution because of your membership in a protected class.

Housing: You have been denied the sale, rental, or financing of housing or other housing-related transactions based on race, color, religion, national origin, sex, elderliness (age 55 or older), familial status (families with children under the age of 18), marital status, sexual orientation, gender identity, status as a veteran, source of funds, or disability. You have been subjected to discriminatory advertising or any discriminatory statement in connection with real estate or a real estate-related transaction, or you have been threatened, coerced, intimidated, or interfered with for exercising a fair housing right or helping others to exercise that right.

Retaliation: Someone—such as an employer, business owner, or landlord—retaliates against you for filing a discrimination complaint or for 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.

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.

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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.

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