

Who We Are

The Fairfax County Office of Human Rights and Equity Programs (OHREP) is a county agency tasked with enforcing the Fairfax County Human Rights Ordinance and ensuring equal opportunity in county employment, programs and the receipt of services. OHREP strives to create and foster a culture that embraces diversity and inclusion. All of its endeavors shall be approached with the objective to exceed all expectation, thereby creating an environment where OHREP is uniformly recognized as an indispensable leader in providing training, mediation, outreach, conflict resolution, counseling and the enforcement of human rights for Fairfax County.

Mission:

"To promote justice, equal opportunity, diversity, and inclusiveness by promoting the civil rights of all in Fairfax County."



**Fairfax County Office of
Human Rights and Equity Programs
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www.fairfaxcounty.gov/ohrep**



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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. Call 703-324-2953, TTY 711



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Fairfax County Office of Human Rights and Equity Programs



Human Rights Division

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.

Equity Programs Division

The Office of Human Rights and Equity Programs, Equity Programs Division promotes Fairfax County's vision of diversity. It provides investigative and technical services.

Investigative Services provides employees, applicants and citizens with a process to present discrimination complaints.

Discrimination is prohibited based on a person's:

- Race
- Color
- Religion
- Sex
- Creed
- Disability
- National Origin
- Age
- Retaliation
- Political Affiliation
- Union Affiliation
- Marital Status
- Veteran's Status
- Genetic Information

Pursuant to:

- Fairfax County Personnel Regulations
- Title VII of the Civil Rights Act of 1964, as amended
- Civil Rights Act of 1991
- Americans with Disabilities Act with 2008 Amendments
- Age Discrimination in Employment Act of 1979
- Equal Pay Act (1963)
- Genetic Information Nondiscrimination Act of 2008

Technical Services provides county employees and managers with:

- Training
- Mediation
- Counseling in workplace equity
- Monitoring compliance of antidiscrimination laws and the Americans with Disabilities Act (ADA)

Filing a Complaint

To initiate a complaint of discrimination for the Human Rights Division and the Equity Programs Division, contact the Office of Human Rights and Equity Programs. Staff can assist you in the filing of a complaint in person or by telephone at 703-324-2953.

