



# **Human Rights**

**Jean Kelleher, Director  
Office of Human Rights**



# Local Code Provisions & Federal Laws

- **The Alexandria Human Rights Code** (§12-4) of 1975, as amended, prohibits discrimination against any person in housing, employment, city contracts, health and social services, public accommodations, credit and education based on race, color, sex, religion, ancestry, national origin, marital status, age, disability, sexual orientation, gender identity or transgender status. (If housing, familial status is also a protected class.)
- **Title VII of the Civil Rights Act** of 1964, as amended, prohibits discrimination based on race, color, sex, religion, or national origin.
- **The Americans with Disabilities Act** (ADA) of 1990, amended in 2009 (ADAAA), protects qualified individuals with disabilities from discrimination.
- **The Age Discrimination in Employment Act** (ADEA) of 1967, protects individuals over the age of forty from employment discrimination.

# Department Programs

- ENFORCEMENT & COMPLIANCE
  - COMPLAINT RESOLUTION
  - DISABILITY RIGHTS
  - TRAINING
- STRATEGIC INITIATIVES
  - COMMISSIONS (ALEXANDRIA HUMAN RIGHTS COMMISSION & ALEXANDRIA COMMISSION ON PERSONS WITH DISABILITIES)
  - LEGISLATIVE PROPOSALS
  - FAIR HOUSING TESTING
  - OUTREACH & COLLABORATION (LAJC Grant)
  - EQUITY, LANGUAGE ACCESS & EJI/ACRP
  - CITIZENSHIP CEREMONY
  - HRC MUNICIPAL EQUALITY INDEX (MEI)



# The Complaint Process

- Intake Questionnaire
- Interview with Investigator
- Complainant's Affidavit / Possible Mediation
- Respondent's Position Statement
- Investigation
- Complainant's Rebuttal
- Determination based on Preponderance of the Evidence
- If Cause -- Conciliation, Litigation  
or Public Hearing before Human Rights Commission
- If No Cause -- Case Closed (EEOC Review, if Jurisdiction)

# Discrimination

- Bases or Protected Categories

- Race
- Color
- National Origin
- Ancestry
- Religion
- Sex
- Disability
- Age
- Sexual Orientation
- Gender Identity
- Transgender Status
- Marital or Familial Status

- Issues or What Happened?

- Employment  
EEOC/FEPA Contract
- Housing  
Fair Housing
- Public Accommodations
- Health & Social Services
- Credit
- Education
- City Contracts

# Staff

- Director
- 3 Investigators
- ADA Program Manager
- Admin Support Professional
- Interns
- Years of Experience w/ City of Alexandria!
- Expertise on City-wide Compliance w/Federal, State & Local Anti-Discrimination & Disability-Related Laws, Codes, Regs

# Challenges & Opportunities

- Changes in City
  - Community Policing Review Board
  - Collective Bargaining
  - ALL Alexandria Race & Social Equity Init've
- Case Management System
- Legislative & Judicial Developments