



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, familial status, age, disability or sexual orientation.
- **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), enacted in 1990, and amended in 2009 (ADAAA), protects qualified individuals with disabilities from discrimination.
- **The Age Discrimination in Employment Act** (ADEA), enacted in 1967, protects individuals over the age of forty from employment discrimination.



Department Programs

- ENFORCEMENT & COMPLIANCE
 - COMPLAINT RESOLUTION
 - DISABILITY RIGHTS
 - CIVIL RIGHTS COMPLIANCE
 - TRAINING
- STRATEGIC INITIATIVES
 - COMMISSIONS (ALEXANDRIA HUMAN RIGHTS COMMISSION & ALEXANDRIA COMMISSION ON PERSONS WITH DISABILITIES)
 - MOU w/ POLICE DEPT, CMO & AHRC
 - OUTREACH & COLLABORATION
 - EQUITY
 - CITIZENSHIP CEREMONY



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/Gender* (expansive)
- Disability
- Age
- Sexual Orientation
- Marital Status
- 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
- 90 Combined Years of Experience w/ City of Alexandria!
- Expertise on City-wide Compliance w/Federal, State & Local Anti-Discrimination & Disability-Related Laws, Codes, Regs



Questions?

Office of Human Rights

123 N. Pitt St., Suite 230

Alexandria, VA 22314

703.746.3140

alexandriava.gov/HumanRights