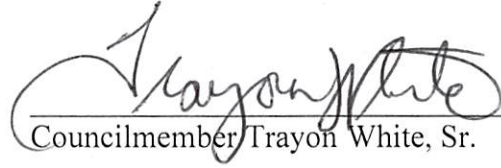



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2 Councilmember David Grosso


Councilmember Trayon White, Sr.

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6 Councilmember Brianne K. Nadeau


Councilmember Brandon T. Todd

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10 Councilmember Elissa Silverman

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17 A BILL

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20 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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23 To amend the District of Columbia Human Rights Act of 1977 to explicitly prohibit
24 discrimination wholly or partially because of any combination of statutorily protected
25 traits.

26
27 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
28 act may be cited as the “Intersectional Discrimination Protection Amendment Act of 2019”.

29 Sec. 2. The District of Columbia Human Rights Act, effective December 13, 1977 (D.C.
30 Law 2-38; D.C. Official Code §2-1401 et seq.), is amended as follows:

31 (a) Section 101 (D.C. Official Code § 2-1401.01) is amended by striking the phrase “and
32 place of residence or business” and inserting the phrase “, place of residence or business, and any
33 combination of the foregoing traits” in its place.

34 (b) Section 211(a) (D.C. Official Code §2-1402.11(a)) is amended by striking the phrase
35 “or credit information of any individual” and inserting the phrase “, credit information of any
36 individual, or any combination of the foregoing traits” in its place.

37 (1) Section 211(a) (D.C. Official Code §2-1402.11(a)(4)(B) is amended by striking the
38 phase “or credit information of any individual” and inserting the phrase “, credit information of
39 any individual, or any combination of the foregoing traits” in its place.

40 (2) Section 211(a) (D.C. Official Code §2-1402.11(a)(4)(b) is amended by striking the
41 phase “or credit information of any individual” and inserting the phrase “, credit information of
42 any individual, or any combination of the foregoing traits” in its place.

43 (c) Section 221 (D.C. Official Code § 2-1402.21(a)) is amended by striking the phase “or
44 place of residence or business of any individual;” and inserting the phrase “, place of residence
45 or business of any individual, or any combination of the foregoing traits” in its place.

46 (1) Section 221 (D.C. Official Code § 2-1402.21(a)(5)) is amended by striking the phase
47 “or place of residence or business of any individual;” and inserting the phrase “, place of
48 residence or business of any individual, or any combination of the foregoing traits” in its place.

49 (2) Section 221 (D.C. Official Code § 2-1402.21(a)(b)) is amended by striking the phase
50 “or place of residence or business of any individual.” and inserting the phrase “, place of
51 residence or business of any individual, or any combination of the foregoing traits” in its place.

52 (d) Section 231 (D.C. Official Code §2-1402.31) is amended is amended by striking the
53 phase “or place of residence or business of any individual.” and inserting the phrase “, place of
54 residence or business of any individual, or any combination of the foregoing traits” in its place.

55 Section 231 (D.C. Official Code § 2-1402.31(a)(b)) is amended by striking the phase
56 “or place of residence or business of any individual.” and inserting the phrase “, place of
57 residence or business of any individual, or any combination of the foregoing traits” in its place.

58 (e) Section 241 (D.C. Official Code §2-1402.41) is amended is amended by striking the phase

59 “or disability of any individual; or” and inserting the phrase “, or disability of any individual, or
60 any combination of the foregoing traits” in its place.

61 (f) Section 271 (D.C. Official Code §2-1402.71) is amended is amended by striking the
62 phase “or location within the geographical area of the District of Columbia or any individual:”
63 and inserting the phrase “, location within the geographical area of the District of Columbia, or
64 any combination of the foregoing traits” in its place.

65 (g) Section 211 (D.C. Official Code §2-1411.01)(2)(A) is amended by striking the phase
66 “and place of residence or business.” and inserting the phrase “, place of residence or business,
67 or any combination of the foregoing traits” in its place. is amended as follows:

68 (h) Section 2-1411.02 (D.C. Official Code §2-1411.02) is amended as follows:

69 by striking the phase “and place of residence or business.” and inserting “, place of
70 residence or business, and intersectional characteristic”

71 Sec. 3. Fiscal impact statement.

72 The Council adopts the fiscal impact statement in the committee report as the fiscal
73 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
74 approved October 16, 2006 (120 Stat. 2038; D. C. Official Code § 1-301.47a).

75 Sect. 4. Effective date.

76 This act shall take effect following approval by the Mayor (or in the event of veto by the
77 Mayor, action by the Council to override the veto), a 30-day period of congressional review as
78 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
79 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the district of
80 Columbia Register.

81



Intersectional Discrimination Protection Amendment Act of 2019

WHAT THIS BILL WOULD DO

This bill explicitly prohibits discrimination wholly or partially because of any combination of statutorily protected traits.

WHY THIS LEGISLATION IS IMPORTANT

Discrimination continues to occur. Under the federal law, Title VII the protected class is not able to be combined with another protected class. An individual can claim gender and race and the claim will be investigated under each individual claim but not the combination. This legislation establishes explicitly that a claim of discrimination in the District of Columbia can be filed as a combination of any of the protected classes.