

# Protected Traits by Enforcement Area



## EDUCATIONAL INSTITUTIONS

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|---------------------------------|---------------------------|
| 1. Age                          | 10. Personal Appearance   |
| 2. Color                        | 11. Political Affiliation |
| 3. Disability                   | 12. Race                  |
| 4. Family Responsibilities      | 13. Religion              |
| 5. Familial Status              | 14. Sex                   |
| 6. Gender Identity & Expression | 15. Sexual Orientation    |
| 7. Homeless Status              | 16. Source of Income      |
| 8. Marital Status               |                           |
| 9. National Origin              |                           |



## EMPLOYMENT

- |                                 |   |
|---------------------------------|---|
| 1. Age                          | 11. National origin   |
| 2. Color                        | 12. Personal appearance   |
| 3. Credit Information           | 13. Political affiliation   |
| 4. Disability                   | 14. Race  |
| 5. Family Responsibilities      | 15. Religion  |
| 6. Gender Identity & Expression | 16. Sex   |
| 7. Genetic information          | 17. Sexual Orientation  |
| 8. Homeless Status              | 18. Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking |
| 9. Marital Status               |   |
| 10. Matriculation               |   |



## HOUSING

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|---------------------------------|--|
| 1. Age                          | 12. Place of Residence or Business               |
| 2. Color                        | 13. Political Affiliation                        |
| 3. Disability                   | 14. Race   |
| 4. Family Responsibilities      | 15. Religion                                     |
| 5. Familial Status              | 16. Sealed Eviction Record                       |
| 6. Gender Identity & Expression | 17. Sex  |
| 7. Homeless Status              | 18. Sexual Orientation                           |
| 8. Marital Status               | 19. Source of Income                             |
| 9. Matriculation                | 20. Status as a Victim of an Intrafamily Offense |
| 10. National Origin             |  |
| 11. Personal Appearance         |  |



## PUBLIC ACCOMMODATIONS AND GOVERNMENT SERVICES

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|---------------------------------|------------------------------------|
| 1. Age                          | 11. National Origin                |
| 2. Color                        | 12. Personal Appearance            |
| 3. Disability                   | 13. Place of Residence or Business |
| 4. Family Responsibilities      | 14. Political Affiliation          |
| 5. Familial Status              | 15. Race                           |
| 6. Gender Identity & Expression | 16. Religion                       |
| 7. Genetic Information          | 17. Sex                            |
| 8. Homeless Status              | 18. Sexual Orientation             |
| 9. Marital Status               | 19. Source of Income               |
| 10. Matriculation               |                                    |

# 23 Protected Traits Under the Human Rights Act

## Definitions

1. **Age:** 18 years of age or older
2. **Color:** skin pigmentation, including variations in skin pigmentation
3. **Credit Information:** any written, oral, or other communication of information bearing on an employee's creditworthiness, credit standing, credit capacity, credit score, or credit history.
4. **Disability:** a physical or mental impairment substantially limiting one or more major life activities; physical can include auditory, speech, visual, and/or neurological impairments and mental can include cognitive and learning impairments
5. **Family Responsibilities:** supporting an individual in a legal dependent or blood relationship, which includes, but is not limited to children, grandchildren, and parents
6. **Familial Status:** a pregnant individual or a parent, guardian, or caregiver who has legal status with respect to children under the age of 18
7. **Gender Identity & Expression:** a gender-related identity, appearance, expression, or behavior of an individual, regardless of the individual's assigned sex at birth
8. **Genetic Information:** an individual's DNA or genetic predisposition, a family member's genetic predisposition; information resulting from requests for genetic testing, or history which may indicate the likelihood or increase risk of an individual's predisposition to develop a disease, illness, syndrome, or condition
9. **Homeless Status:** an individual, family, or youth who lacks, lost, or will imminently lose a fixed, regular, and adequate nighttime residence, which can include the result of escaping an unsafe environment
10. **Marital Status:** married, in a domestic partnership, single, divorced, separated or widowed, and the usual conditions associated therewith, including pregnancy or parenthood
11. **Matriculation:** being enrolled in a college, university, or some type of secondary school or program, including vocational programs
12. **National Origin:** the state, country, or nation state where an individual or their ancestors are from
13. **Personal Appearance:** outward appearance, irrespective of sex and gender identity or expression, including hair style and color, facial hair, tattoos, body size or shape, and body piercings, subject to business requirements and standards
14. **Place of Residence or Business:** the geographical location of home or work
15. **Political Affiliation:** the state of belonging to or endorsing any political party
16. **Race:** classification or association based on an individual's ancestry, ethnicity and/or physical traits
17. **Religion:** a personal set or institutionalized system of attitudes, beliefs, and practices relating to a supernatural force or being, or its equivalent in secular faiths, including the presence or absence of commitment or devotion to any faith
18. **Sealed Eviction Record:** an eviction record that has been sealed by the Superior Court of the District of Columbia for specific reasons or upon motion by the tenant demonstrating that sealing is warranted
19. **Sex:** the state of being biologically male, female, or intersex including medical conditions and reproductive health decisions associated therewith
20. **Sexual Orientation:** an individual's romantic and/or sexual attraction for another person(s); includes relationship types such as aromantic, ethical non-monogamy, open relationships, polyamory, etc.
21. **Source of Income:** the origination of an individual's personal and professional finances, including from housing choice vouchers (Section 8), emergency assistance payments, SSI Income, alimony, and disability benefit programs
22. **Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking (DVSOS):** when an individual is a victim or family member of a victim of domestic violence, sexual offense, or stalking
23. **Status as a Victim of an Intrafamily Offense:** an individual, their family, or a household member who is a victim of domestic violence, sexual assault, stalking, and/or cruelty to the victim's animal