



LGBTQ+ Protections in Fairfax County

June 14, 2021



LOGISTICS

- This meeting is being recorded
- Keep yourself muted, except when talking
- Feel free to submit questions through the chat box
- Use the raise your hand feature to ask a question during the Q&A

AGENDA

- 6:00 – 6:05 Welcome
- 6:05 – 6:25 Fair Housing and Employment Laws in FFX County
Ajashu Thomas, OHREP
- 6:25 – 6:45 Aging Rainbows
Karen McPhail, Aging Rainbows
- 6:25 – 6:45 Q&A

June is LGBTQ+ Pride Month

- The Board of Supervisors designated June 2021 as LGBTQ+ Pride Month in Fairfax County

WHEREAS, June is celebrated throughout the U.S. as Lesbian, Gay, Bisexual, Transgender and Queer Pride Month and Fairfax County has a diverse LGBTQ+ community; and

WHEREAS, the Stonewall uprising of 1969 was a defining moment for LGBTQ rights in the U.S., helping to spark the gay liberation movement; and this movement spurred great successes in the equal treatment and acceptance of LGBTQ+ individuals, increasing the visibility of some of society's greatest thinkers, scholars, and change-makers; and

WHEREAS, despite this progress, LGBTQ+ people face significant barriers to equity and opportunity – studies show that 1 in 3 trans individuals report difficulties accessing healthcare, 1 in 3 LGBTQ+ individuals have experienced public discrimination, and nearly 40% of unaccompanied homeless youth identify as LGBTQ+; and

WHEREAS, across the U.S., efforts to roll back civil rights for LGBTQ+ community members continue; and

WHEREAS, the Fairfax County Board of Supervisors has affirmed its commitment to promote a culture of inclusiveness, acceptance, and celebration of individual identities, including through the adoption of One Fairfax, which commits the county and schools to consider equity when making policies or delivering services; NOW THEREFORE

BE IT RESOLVED, that the Fairfax County Board of Supervisors, on behalf of all residents of Fairfax County, does hereby proclaim June 2021 as

LGBTQ+ Pride Month

in Fairfax County and urges all residents to respect and honor our diverse community and celebrate and build a culture of inclusiveness and acceptance.

What is the Office of Human Rights and Equity Programs?

- **Mission:** Promote justice, equal opportunity, diversity, and inclusiveness by protecting the civil rights of all
- Receives/investigate discrimination complaints in the areas of
 - **Housing**
 - **Employment**
 - **Public Accommodations**
 - **Credit**
 - **Private Education**
- Ensures equal access to all County services, programs, and employment opportunities



Who is Protected?

Federally Protected Classes – Fair Housing Act

- Race
- Color
- National Origin
- Religion
- Sex (including pregnancy, sexual orientation, gender identity)
- Disability (physical or mental)
- Familial Status

Fairfax County

- Marital Status
- Elderliness (55+)
- **Sexual Orientation**
- **Gender Identity**
- **Veteran Status**
- **Source of Funds**

New Protections

Sexual Orientation

- Actual or perceived heterosexuality, bisexuality or homosexuality
 - *Includes discrimination due to someone's physical appearance, mannerisms, the partner they are with, or any self-identifying symbols or flags.*

Gender Identity

- Gender-related identity, appearance, or other gender-related characteristics of an individual
 - *Includes discrimination due to someone's gender non-conforming appearance, their apparent gender not matching their legal identification (drivers license), or any self-identifying symbols or flags.*

Veteran Status

- A person who served in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable

Source of Funds

- Any source that lawfully provides fund to or on behalf of a renter or buyer

What constitutes discrimination in the sale or rent of housing?

Refuse to rent, sell, negotiate housing

Deny a dwelling

Set different terms, conditions, or privileges for sale or rental

Provide different housing services or facilities

Falsely deny that housing is available for inspection, sale, or rental

Steering renters or buyers

Refuse to make or allow

- **Reasonable modifications** (structural changes)
- **Reasonable accommodations** (changes in rules, policies, practices)

Fail to make buildings accessible

Use discriminatory advertising or make any discriminatory statement

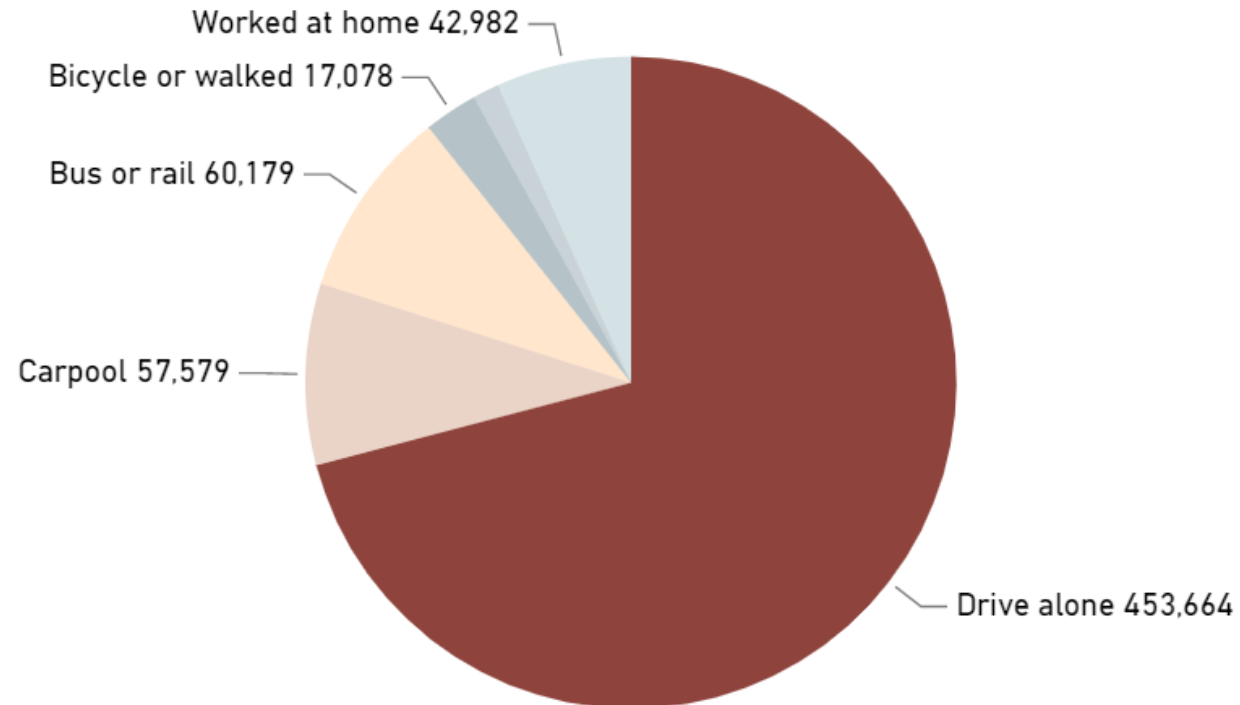
VIDEO



Why is this important?

Where you live matters

WORKERS BY MODE OF TRAVEL





Employment Discrimination

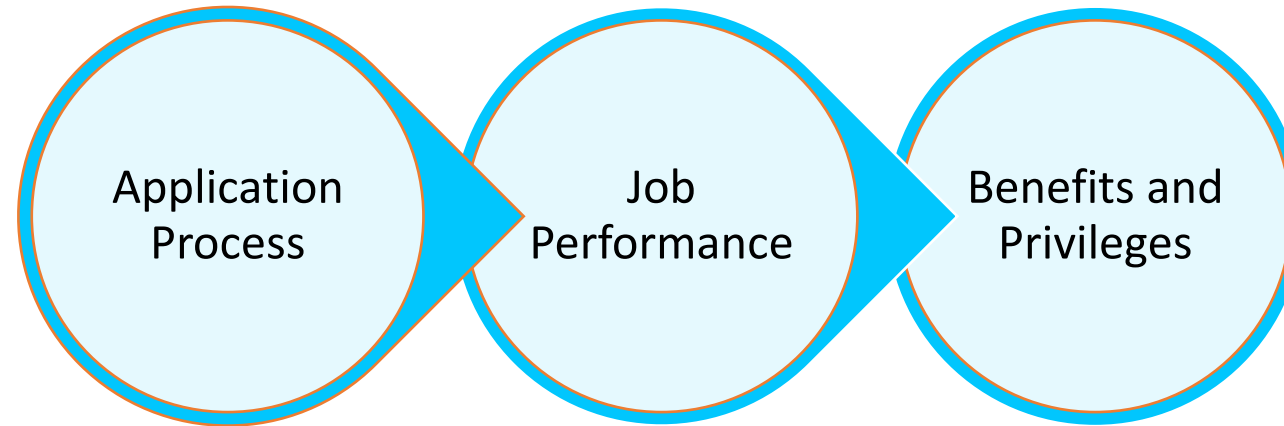
- Unfair treatment because of your race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, marital status, **veteran status**, **sexual orientation**, or **gender identity**.
- Denial of a reasonable workplace accommodation that you need because of your religious beliefs or disability
- Harassment (verbal or physical) by managers, co-workers, or others in your workplace.
- Retaliation because you complained about job discrimination or assisted with a job discrimination investigation or lawsuit.

Local Protections

The Fairfax County Human Rights Ordinance prohibits discrimination in employment based on the following:

Race	Color	Religion	Sex
Pregnancy	Childbirth or related medical conditions, including lactation	National Origin	Disability
Age (40 or older)	Gender Identity	Sexual Orientation	Veteran Status

Reasonable Accommodation



- Employers of 5 or more employees must provide reasonable accommodations due to pregnancy, childbirth, lactation

Limitations on Reasonable Accommodations

- An employer is not required to provide a reasonable accommodation if it can prove that doing so would be an undue hardship for the agency as a whole (not the employee's office)
- Personal items such as hearing aids and eye-glasses not included

Who is Considered an Employer?

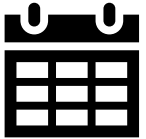
A private employer
with four or more
employees

Employment
agencies

Labor
organizations
operating in Fairfax
County

Fairfax County
government

Filing a Complaint



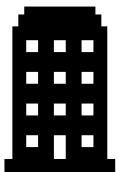
A complaint must be filed within 365 days of the alleged discrimination



703-324-2953, TTY 711



Fill out a Discrimination Questionnaire Form at [fairfaxcounty.gov/humanrights](https://www.fairfaxcounty.gov/humanrights)



Fairfax County Government Center
12000 Government Center Parkway, Suite 318

Alternative Dispute Resolution

- Mediation and conciliation are offered throughout the investigative process and both parties are invited to participate.
- If OHREP investigates and issues a cause finding that discrimination has occurred, both parties are invited to participate in conciliation.
- If mediation or conciliation is successful, an agreement is prepared by OHREP for the parties to sign.

Additional Things to Know:

- We will provide translation services upon request.
- The intake process is confidential.
- We do not ask for information about one's citizenship status.
- We do not disclose the names of witnesses during the course of the investigation unless necessary.
- There is no charge for using our services.
- You do not need an attorney to file a complaint or assist you with the investigation.
- We do not represent either party and will not provide legal advice.
- The Ordinance prohibits an employer/housing provider from retaliating against you for filing a complaint.



Education & Outreach Services

- OHREP provides education and outreach services which includes training for:
 - **Landlords**
 - **Real Estate Professionals**
 - **Property Managers**
 - **Lenders**
 - **Housing professionals**
- Informational presentations for the general public
- Brochures and videos are also available at:
<https://www.fairfaxcounty.gov/humanrights/brochures-and-publications>

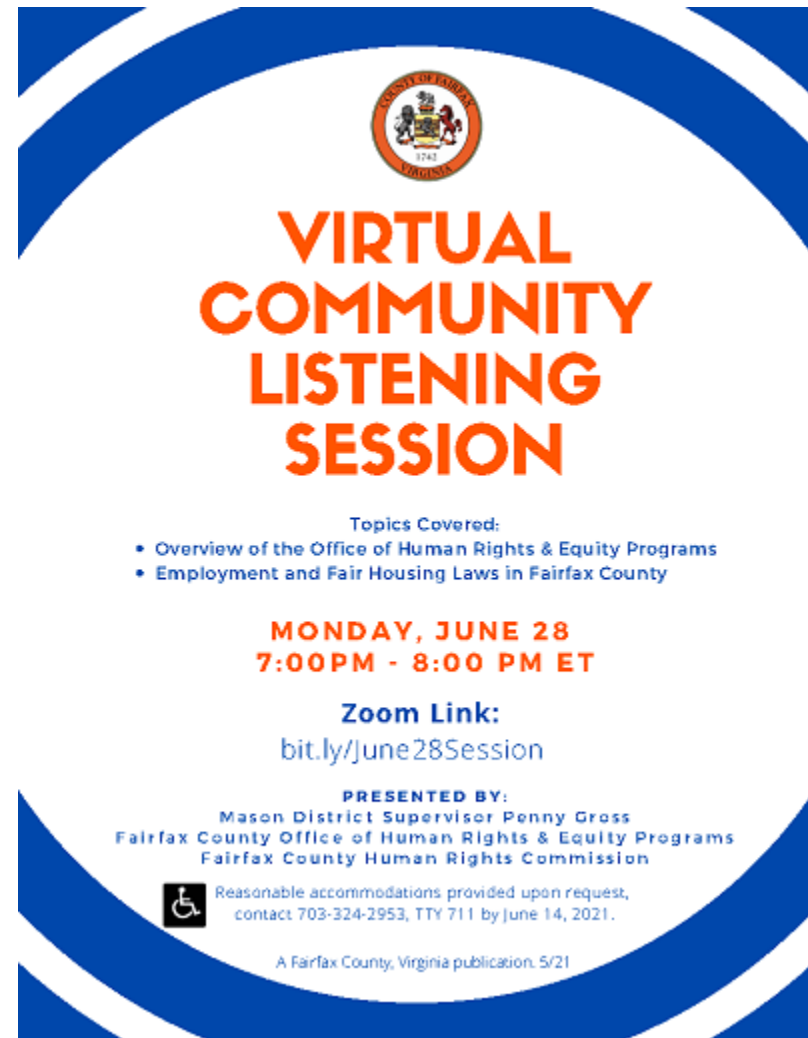


Upcoming Events


June 28

Mason District Virtual Community
Listening Session

Register: <https://bit.ly/June28Session>



The poster features a central white circle with a blue border. At the top of the circle is the official seal of Fairfax County, Virginia, which includes the text 'COUNTY OF FAIRFAX VIRGINIA' and the year '1742'. Below the seal, the title 'VIRTUAL COMMUNITY LISTENING SESSION' is written in large, bold, orange capital letters. Underneath the title, the text 'Topics Covered:' is followed by two bullet points: '• Overview of the Office of Human Rights & Equity Programs' and '• Employment and Fair Housing Laws in Fairfax County'. The date and time 'MONDAY, JUNE 28 7:00PM - 8:00 PM ET' are displayed in orange. Below that, the 'Zoom Link: bit.ly/June28Session' is provided in blue. The 'PRESENTED BY:' section lists 'Mason District Supervisor Penny Gross', 'Fairfax County Office of Human Rights & Equity Programs', and 'Fairfax County Human Rights Commission'. A small icon of a person in a wheelchair is followed by the text 'Reasonable accommodations provided upon request, contact 703-324-2953, TTY 711 by June 14, 2021.'. At the bottom, it states 'A Fairfax County, Virginia publication. 5/21'.


**VIRTUAL
COMMUNITY
LISTENING
SESSION**


Topics Covered:

- Overview of the Office of Human Rights & Equity Programs
- Employment and Fair Housing Laws in Fairfax County

**MONDAY, JUNE 28
7:00PM - 8:00 PM ET**

Zoom Link:
bit.ly/June28Session

PRESENTED BY:
Mason District Supervisor Penny Gross
Fairfax County Office of Human Rights & Equity Programs
Fairfax County Human Rights Commission

 Reasonable accommodations provided upon request,
contact 703-324-2953, TTY 711 by June 14, 2021.

A Fairfax County, Virginia publication. 5/21



THANK YOU!