

Mayor's Order 2023-131 Updated Government Sexual Harassment Policy, Guidance, and Procedures

-Workplace Poster-



Background

The District Government does not tolerate any form of inappropriate workplace conduct, including sexual harassment, by anyone nor does it tolerate sexual harassment in non-employment interactions between District Government employees and the public.

Coverage

The Mayor's Order prohibits inappropriate workplace conduct, including sexual harassment, by employees, interns, contractors, grantees carrying out work on behalf of the District, and Commissioners and board members acting in the course of their District-related duties.

Definition of Sexual Harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or nonverbal conduct of a sexual nature that unreasonably alters an individual's terms, conditions, or privileges of employment or that creates an intimidating, hostile, or offensive environment. **NOTE:** Conduct does not have to be severe or pervasive to constitute sexual harassment and no specific number of incidents or specific level of egregiousness is required. For more information, review Mayor's Order 2023-131.

Reporting Under the Mayor's Order

1. Employees who know of a violation of the Mayor's Order or who are victims of inappropriate conduct of a sexual nature should report the inappropriate conduct to: (1) a Sexual Harassment Officer ("SHO") of their agency; (2) a SHO from any agency; (3) the supervisor or manager of the employee engaging in inappropriate conduct; (4) their own supervisor; or (4) the agency's General Counsel.
2. Allegations of sexual harassment against the Mayor, City Administrator, Mayor's Chief of Staff, Mayor's Senior Advisor, Director of the MOLC, any Deputy Mayor, or any official who directly reports to the Mayor will be referred to OIG to determine if the allegation is credible, and if so, for referral for an outside independent investigation.

NOTE: All complaints of sexual harassment and the investigations into such complaints are confidential and may only be disclosed in strict accordance with the Mayor's Order and consistent with the investigation and resolution of the complaint.

Contact Information

- **Agency SHO:**
- **Alternate SHO:**
- **Agency General Counsel:**

Concurrent Filing

In addition to reporting under the Mayor's Order, individuals can file complaints related to sexual harassment with the Office of Human Rights, the Equal Employment Opportunity Commission, or any other applicable grievance or ethics process within those processes' applicable time periods.