



Advisory Neighborhood Commission 2A

“Serving the Foggy Bottom and West End communities of Washington, D.C.”

October 28, 2021

Councilmember Robert White
Chair, Committee on Government Operations and Facilities
Council of the District of Columbia
1350 Pennsylvania Avenue NW, Suite 107
Washington, DC 20004
rwhite@dccouncil.us

RE: DC Council Bill B24-0215 – the “Sexual Harassment Data Collection and Reporting Act of 2021”

Dear Councilmember White,

At its regular meeting on October 20, 2021, Advisory Neighborhood Commission 2A (“ANC 2A” or “Commission”) considered the above-referenced matter. With eight of eight commissioners present, a quorum at a duly-noticed public meeting, the Commission voted unanimously (8-0-0), after a motion made by Commissioner Patel and seconded by Commissioner Epstein, to adopt the following resolution:

WHEREAS, as introduced DC Council Bill B24-0215 would require DC Government agencies to collect data regarding the number of sexual harassment complaints that their employees raise as well as what the outcomes of such complaints are,

WHEREAS, it also requires the Office of Human Rights (OHR) to compile and submit an annual report to the DC Council and the Office of the Attorney General (OAG) regarding the data collected,

WHEREAS, “sexual harassment” includes any of the following:

- a) Unwelcome sexual advances, requests for sexual favors, or any other conduct of a sexual nature when any one of the following criteria is present:
 - i. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, or
 - ii. Submission to or rejection of such conduct is used as the basis for an employment decision affecting the individual, or
- b) Other conduct of a sexual nature that is severe or sufficiently pervasive as to alter an individual’s working conditions, or that has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive work environment,

WHEREAS, each calendar year beginning with the year in which this act takes effect, each agency’s Sexual Harassment Officer shall track how many sexual harassment complaints by the agency’s employees:



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- a) have been reported,
- b) have been resolved by mediation,
- c) have been investigated,
- d) have been substantiated through investigation,
- e) have been deemed unsubstantiated through investigation,
- f) have resulted in administrative or disciplinary action against one or more individuals determined to have sexually harassed the complainant,
- g) have resulted in legal action,
- h) have resulted in a financial settlement, and
- i) are pending.

WHEREAS, by February 20 of each year, each Sexual Harassment Officer shall transmit all data that the Sexual Harassment Officer has collected regarding the preceding calendar year to OHR, and

WHEREAS, by March 1, 2022, and annually thereafter, OHR shall submit a report to the DC Council and OAG, including the data described in Section 3 of this act for each agency.

THEREFORE, BE IT RESOLVED that ANC 2A supports DC Council Bill B24-0215 and encourages the DC Council to document the financial impact sexual harassment has on DC’s workforce and on DC Government agencies in order to properly address the crises vulnerable workers face.

Commissioners Trupti Patel (2A03@anc.dc.gov) and Jeri Epstein (2A06@anc.dc.gov) are the Commission’s representatives in this matter.

ON BEHALF OF THE COMMISSION.

Sincerely,

Jeri Epstein
Chairperson