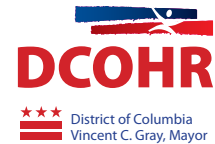


# OHR WORKPLACE POSTERS:

## Parental Leave Act



- : Under the Parental Leave Act, employees in the District of Columbia who are parents (mother, father, guardian, aunt, uncle, grandparent, or a person married to or in a domestic partnership with any of these individuals) may take leave (unpaid or paid family, vacation, personal, compensatory, or leave bank) to attend school-related events.
- : School related events include, but are not limited to, concerts, plays, rehearsals, sporting events, and parent-teacher conferences, where the child is a participant or subject of the event, not a spectator.
- : The parent is entitled to twenty-four (24) hours of leave during a twelve (12) month period. The employer may deny the leave if granting the leave would disrupt the employer's business and make the achievement of production or service unusually difficult.
- : The employee must notify the employer within ten (10) days unless the school event was not reasonably foreseeable.
- : The employer must post and maintain a poster in a conspicuous place that sets forth these requirements.
- : An employer who willfully fails to post the notice will be assessed a civil penalty not to exceed \$100 for each day the employer fails to post the notice.
- : The employee must file a claim based on a violation of the Act within one (1) year of the occurrence or discovery of the violation.
- : If the employee believes that he or she is being wrongfully denied leave under this Act, he or she may contact:

### **THE DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS**

441 4th Street, NW : Suite 570 North : Washington, DC 20001

[202] 727 / 4559 or [ohr.dc.gov](http://ohr.dc.gov)