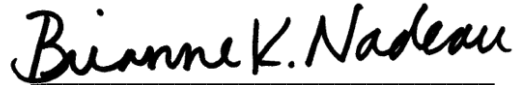


Councilmember Christina Henderson



Councilmember Brianne K. Nadeau



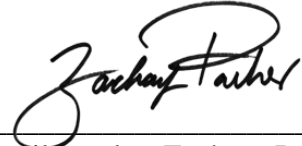
Councilmember Brooke Pinto



Councilmember Janeese Lewis George



Councilmember Charles Allen



Councilmember Zachary Parker



Councilmember Robert C. White, Jr.

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

1 To Amend the District of Columbia Human Rights Act of 1977 to establish investigatory
2 procedures for harassment by certain District government employees.

3
4 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
5 act may be cited as the “Sexual Harassment Investigation Integrity Amendment Act of 2025”.

6 Sec. 2. Section 303 of The District of Columbia Human Rights Act of 1977, effective
7 December 13, 1977 (D.C. Law 2-38, D.C. Official Code § 2-1401.01), is amended as follows:

8 (a) Subsection (a) is amended to read as follows:

9 “(a) Notwithstanding subsection (c) of this section, The Mayor shall establish rules of
10 procedure for the investigation, conciliation, and hearing of administrative complaints filed
11 against District government agencies, officials and employees alleging violations of this chapter.
12 The final administrative determination in such matters shall be made by the Mayor or his
13 designee.”

14 (b) A new subsection (c) is added to read as follows:

15 “(c) (1) Investigations of a formal or informal complaint of harassment or other unlawful
16 discriminatory practice by a District government employee shall be referred to the Inspector
17 General if the alleged perpetrator, at the time of the alleged incident or at the time of the
18 complaint, serves in one of the following capacities:

19 “(A) A mayoral appointee of any subordinate agency, board, or
20 commission, as defined by the Confirmation Act of 1978, effective March 3, 1979 (D.C. Law 2-
21 142; D.C. Official Code § 1-523.01);

22 “(B) The Director of a non-subordinate agency; or,

23 “(C) Any Career, Educational, Legal, Excepted, or Management
24 Supervisory Services employee who reports directly to the Mayor or City Administrator.

25 “(2) The Inspector General shall hire and retain independent counsel to conduct
26 prompt investigations into any complaints referred pursuant to paragraph (1), and to produce a
27 report of findings.

28 “(A) Independent counsel hired and retained by the Inspector General
29 pursuant to this subsection shall have experience in confidentiality and sexual harassment law,
30 including litigation and mediation.”

31 “(3) Investigations referred to the Inspector General, in addition to encompassing

32 the direct scope of the complaint, shall include an assessment of whether any District
33 government resources were expended in the course of any unlawful discriminatory practice, and
34 whether workplace culture, management procedures, or other broader factors contributed to any
35 unlawful discriminatory practice.

36 Sec. 3. Fiscal impact statement.

37 The Council adopts the fiscal impact statement in the committee report as the fiscal
38 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
39 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

40 Sec. 4. Effective date.

41 This act shall take effect after approval by the Mayor (or in the event of veto by the
42 Mayor, action by the Council to override the veto), a 30-day period of congressional review as
43 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
44 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
45 Columbia Register.