



GOVERNMENT OF THE DISTRICT OF COLUMBIA
METROPOLITAN POLICE DEPARTMENT

May 20, 2016

RE: Laws Associated with Gender Identity or Expression

To All Licensed Security Agency Businesses:

On May 18, 2016, an incident occurred that involved a special police officer who would not permit an individual to utilize a public rest room of their choice, as outlined by law, which led to a confrontation that resulted in the arrest of the special police officer. To ensure a similar event such as this does not occur in the future, I would like to remind each of you of the current legislation that relates to the circumstances stated above:

District of Columbia Municipal Regulations (DCMR)
Title 4 (Human Rights and Relations),
Chapter 8 (Compliance Rules and Regulations Regarding Gender Identity or Expression),

Section 801 "General Prohibitions of Gender Identity or Expression Discrimination"

Part 801.1 states:

"It shall be unlawful for any person or entity, including agencies of the District of Columbia government and its contractors, to discriminate against a person in employment, housing, public accommodations, or educational institutions on the basis of that person's actual or perceived gender identity or expression. Such unlawful discriminatory practices shall include but not be limited to the following in:

(c) Public Accommodations: refusing to provide goods or services of any kind; engaging in disparate treatment in the provision of goods and services; engaging in verbal or physical harassment; creating a hostile environment; and denying access to restrooms and other gender specific facilities that are consistent with a customer's or client's gender identity or expression."

Section 802

Part 802.1 (Restrooms and Other Gender Specific Facilities) states:

"All entities covered under the Act, as amended, shall allow individuals the right to use gender-specific restrooms and other gender-specific facilities such as dressing rooms, homeless shelters, and group homes that are consistent with their gender identity or expression."

Should you require additional assistance, please contact me on 202-671-0500.

Sincerely,

Sergeant Edward P. Gibson
Manager
Security Officers Management Branch