



AGE DISCRIMINATION PROTECTIONS

Below are some of the ways you are protected from age and disability discrimination under both DC and federal law. Links to sites with more information and instructions on filing complaints are provided within each section. If you believe you are facing age discrimination, it is recommended that you discuss your concerns with the person discriminating against you before taking official legal action.

HOUSING

DC Law

Were you treated unfairly during a real estate transaction? Unfair treatment could include the termination of or refusal to initiate a transaction to purchase or rent property; real estate agreements with age restrictions or conditions; age requirements or conditions on financing; and refusals or restrictions on facilities, services, repairs or improvements of the property. (*District of Columbia Human Rights Act of 1977 §2-1402.21*)

- > To file a complaint with the Office of Human Rights DC visit: <http://ohr.dc.gov/service/file-complaint>

Federal Law

Did you face discrimination in the sale or rental of a housing unit because you have a disability? Do you live in a building that lacks needed adaptability and accessibility features or rules that would allow you to use the property? (*The Fair Housing Act*)

- > For more information, visit: http://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp/FHLaws/yourrights

DELIVERY OF GOVERNMENT SERVICES

DC Law

Did a DC government agency or office limit or refuse to provide any facility, service, program, or benefit to you on the basis of your actual or perceived age? (*District of Columbia Human Rights Act of 1977 §2-1402.73*)

- > To file a complaint with the Office of Human Rights DC visit: <http://ohr.dc.gov/service/file-complaint>

Federal Law

Did a federally funded program or agency deny you services or benefits because of your age? Such programs may include health services, educational programs, housing, welfare, food stamps and rehabilitation programs. (*The Age Discrimination Act of 1975*)

- > For more information visit: <http://www.hhs.gov/sites/default/files/ocr/civilrights/resources/factsheets/age.pdf>

Were you excluded from or denied the opportunity to receive benefits or services from a federally funded program or a federal, state, or local government agency because of your disability? (*Rehabilitation Act of 1973 & Americans with Disabilities Act Title II*)

- > For more information or instructions on filing a complaint visit: <http://www.hhs.gov/sites/default/files/knowyourrights504adafactsheet.pdf>

EMPLOYMENT

DC Law

Were you demoted or terminated from a job despite your employment qualification because of characteristics related to your age? (*District of Columbia Human Rights Act of 1977 §2-1402.11 & Age Discrimination in Employment Act of 1967*)

- > To file a complaint with the Office of Human Rights DC visit: <http://ohr.dc.gov/service/file-complaint>
- > For information about filing a complaint with the Equal Employment Opportunity Commission visit: <https://www.eeoc.gov/employees/howtofile.cfm>

Federal Law

Were you fired, demoted, forced to retire, paid less, denied benefits, denied a promotion, given a poor performance review, discouraged from applying, or harassed primarily because of your age (if you are 40 or older)? (*Age Discrimination in Employment Act of 1967*)

- > For more information visit: <http://www.eeoc.gov/laws/types/age.cfm>

Were you denied equal employment opportunities and benefits because of a disability despite being qualified for the job? Were you a qualified applicant or employee who was unable to apply or work because an employer did not make reasonable modifications to a job or the work environment? (*Americans with Disabilities Act Title I*)

- > For more information visit: <https://www.eeoc.gov/laws/types/disability.cfm>

Did a federal employer or contractor discriminate against you in his/her hiring, placement or advancement practices because of your disability, even though you were qualified for the job? Did they fail to provide reasonable accommodations for your disability such as ramps/elevators? (*Rehabilitation Act of 1973*)

- > For more information, visit: <https://www.disability.gov/rehabilitation-act-1973>

PROVISIONS OF CREDIT

DC Law

Did someone misuse or take your assets for his/her own personal benefit? This frequently occurs without your explicit knowledge or consent, depriving you of vital financial resources for your personal needs. Assets are commonly taken via forms of deception, false pretenses, coercion, harassment, duress and threats.

- > Read “**Protect Yourself, A Consumer Protection Pamphlet**”
- > Contact the DC Office on Aging at **202-724-5622** to sign up for Money Smart training.
- > List of legal services agencies: <http://oag.dc.gov/page/consumer-help-agencies-orgs>

Federal Law

Did a creditor discourage, reject, or impose different terms or conditions on your application for credit because of your age? (*The Equal Credit Opportunity Act*)

- > For more information visit: <https://www.consumer.ftc.gov/articles/0347-your-equal-credit-opportunity-rights>.

Did a lender fail to disclose credit terms and costs in an easily understood and noticeable manner? (*Truth in Lending Act*)

- > You may file a private lawsuit within one year of this action unless the violation is asserted as a defense, set-off, or counterclaim.

This flyer is informational only and is not a substitute for legal advice.