

# DC DOMESTIC WORKERS' BILL OF RIGHTS

In Washington DC, domestic workers are the only group of workers excluded from DC's Human Rights Act, which protects workers from discrimination on the job. 47,000 domestic workers live in the DMV metro area.

**A Domestic Workers Bill of Rights in DC would include domestic workers, many of whom regularly experience sexual harassment, wage theft, and other forms of workplace discrimination, in basic legal rights.**

By introducing and passing this bill in DC Council, the legislation would:

-  Include domestic workers in DC's Human Rights Act, to provide protection against sexual harassment and discrimination on the basis of race, color, national origin, sex, age, religion, disability, sexual orientation, and other characteristics.
-  End the exclusion of domestic workers from DC's occupational health and safety law.
-  Require written agreements between domestic workers and their employers to ensure workers know their rights and employers are aware of their responsibilities.
-  Establish a Domestic Work Outreach and Education Program within the Department of Employment Services (DOES). DOES will collaborate with organizations that work with domestic workers and employers to provide education and training on labor standards in the industry.



← Check out the summary!

FOR MORE INFORMATION AND RESOURCES VISIT:  
[domesticworkers.org/dcbillofrights](http://domesticworkers.org/dcbillofrights) /// [www.festivalcenter.org](http://www.festivalcenter.org)



# DC DOMESTIC WORKERS' BILL OF RIGHTS

In Washington DC, domestic workers are the only group of workers excluded from DC's Human Rights Act, which protects workers from discrimination on the job. 47,000 domestic workers live in the DMV metro area.

**A Domestic Workers Bill of Rights in DC would include domestic workers, many of whom regularly experience sexual harassment, wage theft, and other forms of workplace discrimination, in basic legal rights.**

By introducing and passing this bill in DC Council, the legislation would:

-  Include domestic workers in DC's Human Rights Act, to provide protection against sexual harassment and discrimination on the basis of race, color, national origin, sex, age, religion, disability, sexual orientation, and other characteristics.
-  End the exclusion of domestic workers from DC's occupational health and safety law.
-  Require written agreements between domestic workers and their employers to ensure workers know their rights and employers are aware of their responsibilities.
-  Establish a Domestic Work Outreach and Education Program within the Department of Employment Services (DOES). DOES will collaborate with organizations that work with domestic workers and employers to provide education and training on labor standards in the industry.



← Check out the summary!

FOR MORE INFORMATION AND RESOURCES VISIT:  
[domesticworkers.org/dcbillofrights](http://domesticworkers.org/dcbillofrights) /// [www.festivalcenter.org](http://www.festivalcenter.org)



# “TESTIMONIALS

Know their stories.

I am a nanny, I live in ward 3, I previously lived in ward 8, and I work in ward 2. I care for three children: a six-year-old boy, a four year old girl, and a one-year old boy. I have worked for my current employer for 10 years.



During the pandemic, I saw so many fellow domestic workers risking their lives without any guarantee that they would not be fired. I know many domestic workers who do not raise their voices out of fear of losing their jobs. A domestic worker that I know, named Lucy, was recently fired with the usage of discriminatory words and physical abuse, all because she demanded her rights. Lucy worked overtime and her only crime was asking for fair pay. Over the past few years, I have seen so many domestic workers work for less than minimum wage and work longer hours than they should. Many domestic workers stay in abusive jobs out of fear and because they have nowhere else to turn. Although I have the opportunity to work for a just family, our work experiences should not depend on striking good luck and finding good employers.

I was surprised to learn that as a domestic worker I am excluded from many basic worker protections in Washington DC. I take care of the most precious part of people's lives, their children, and I should be included in accessing those basic protections. If the DC Domestic Worker Bill of Rights legislation is passed, the bill would change my life and the lives of my fellow colleagues, many of whom have suffered abuse.

Over 47,000 domestic workers live in the DMV area. They keep our homes clean, they help raise our children and ensure that our older relatives and loved ones with disabilities are well cared for. Yet they are extremely vulnerable to wage theft, workplace harassment and other abuses on the job. In Washington DC, domestic workers are the only group of workers excluded from the protections of the city's Human Rights Act.

*Sucel*

# “TESTIMONIALS

Know their stories.

I live in Northeast Washington DC and I have worked in home care for the past 8 years, ever since I arrived to this country. I am an immigrant from Cameroon, I came here in 2013.

Home care was the most accessible work to do when I immigrated here. I do this job because I like taking care of elderly people, and I'm proud that I get to help others. We do everything for our clients: help them go to the bathroom, feed them, cook food, clean them, do their nails, brush their hair.

There is a shortage of workers because they don't care for the workers. We often have to do more than we are supposed to. For example, we care for everyone in the house even if we were hired to care for just one person, or we also have to clean the dishes and clean the house, but if we speak up, it is a problem. Throughout the pandemic the only supplies my employer has given me are two disposable masks every two weeks. They give us two masks when we pick up each paycheck. Since the pandemic started, I have been buying my own supplies. Last summer I got COVID, most likely from a client. Hiring agents do not inform us of our rights. It would be helpful to have community organizations that help educate domestic workers about their rights.



Over 47,000 domestic workers live in the DMV area. They keep our homes clean, they help raise our children and ensure that our older relatives and loved ones with disabilities are well cared for. Yet they are extremely vulnerable to wage theft, workplace harassment and other abuses on the job. In Washington DC, domestic workers are the only group of workers excluded from the protections of the city's Human Rights Act.

*Suzanne*

# DC DOMESTIC WORKERS' BILL OF RIGHTS

In Washington DC, domestic workers are the only group of workers excluded from DC's Human Rights Act, which protects workers from discrimination on the job. 47,000 domestic workers live in the DMV metro area.

**A Domestic Workers Bill of Rights in DC would include domestic workers, many of whom regularly experience sexual harassment, wage theft, and other forms of workplace discrimination, in basic legal rights.**

By introducing and passing this bill in DC Council, the legislation would:

-  Include domestic workers in DC's Human Rights Act, to provide protection against sexual harassment and discrimination on the basis of race, color, national origin, sex, age, religion, disability, sexual orientation, and other characteristics.
-  End the exclusion of domestic workers from DC's occupational health and safety law.
-  Require written agreements between domestic workers and their employers to ensure workers know their rights and employers are aware of their responsibilities.
-  Establish a Domestic Work Outreach and Education Program within the Department of Employment Services (DOES). DOES will collaborate with organizations that work with domestic workers and employers to provide education and training on labor standards in the industry.



← Check out the summary!

FOR MORE INFORMATION AND RESOURCES VISIT:  
[domesticworkers.org/dcbillofrights](http://domesticworkers.org/dcbillofrights) /// [www.festivalcenter.org](http://www.festivalcenter.org)



# DC DOMESTIC WORKERS' BILL OF RIGHTS

In Washington DC, domestic workers are the only group of workers excluded from DC's Human Rights Act, which protects workers from discrimination on the job. 47,000 domestic workers live in the DMV metro area.

**A Domestic Workers Bill of Rights in DC would include domestic workers, many of whom regularly experience sexual harassment, wage theft, and other forms of workplace discrimination, in basic legal rights.**

By introducing and passing this bill in DC Council, the legislation would:

-  Include domestic workers in DC's Human Rights Act, to provide protection against sexual harassment and discrimination on the basis of race, color, national origin, sex, age, religion, disability, sexual orientation, and other characteristics.
-  End the exclusion of domestic workers from DC's occupational health and safety law.
-  Require written agreements between domestic workers and their employers to ensure workers know their rights and employers are aware of their responsibilities.
-  Establish a Domestic Work Outreach and Education Program within the Department of Employment Services (DOES). DOES will collaborate with organizations that work with domestic workers and employers to provide education and training on labor standards in the industry.



← Check out the summary!

FOR MORE INFORMATION AND RESOURCES VISIT:  
[domesticworkers.org/dcbillofrights](http://domesticworkers.org/dcbillofrights) /// [www.festivalcenter.org](http://www.festivalcenter.org)



# “TESTIMONIALS

Know their stories.

My name is Francisca Alvarez, I arrived to the United States from the Dominican Republic 28 years ago. I have always lived in the DMV area and I have worked in many different wards of Washington DC, including ward 6, where I worked for years, first cleaning houses and later as a nanny. I love my work taking care of children for many reasons. I have been able to develop my skills with infants, teaching them something new every day. We as domestic workers contribute to the emotional and intellectual development of the children, who are the future of this great nation.



This work is very hard and a great responsibility. We hold in our hands the most precious treasures of each family we work for, we come to care for and love these children as if they were our own. Many families are great and value our work, but unfortunately there are people who do not value care and cleaning work. We have been stigmatized in society, this is reflected in the laws of this country, and Washington DC, is no exception.

I always negotiated a contract, but since it is not the law, sometimes we have to fight so that both parties agree to sign it and respect them. When we clean houses it is almost impossible to have a contract, but

cleaners need a contract – just like any other worker – to have a clear agreement on things like: when will they be paid, how much we will be paid and what are our responsibilities. Many times, employers increase our work without even asking, they just give the order.

Over 47,000 domestic workers live in the DMV area. They keep our homes clean, they help raise our children and ensure that our older relatives and loved ones with disabilities are well cared for. Yet they are extremely vulnerable to wage theft, workplace harassment and other abuses on the job. In Washington DC, domestic workers are the only group of workers excluded from the protections of the city's Human Rights Act.

*Francisca*

# “TESTIMONIALS

Know their stories.

My name is Elsy and I arrived from Honduras 16 years ago, and I have lived in the DMV area ever since. During these 16 years I have worked as a house cleaner and as a babysitter.

I love taking care of children in this job because I have been able to develop my profession. In my home country, I studied pedagogy and I can teach and take care of the children who will be our future. I like cleaning houses because I am good at doing this and it makes the lives of those who we care for easier to live in clean and organized environments.

Many families value our work but unfortunately I have also had to deal with many offensive things and hardships. About 2 years ago, when I was looking for work, a family for whom I was going to work summoned me to the interview in person, when they saw me they said: "I thought you were from this country, I don't want foreign Latino people, thanks for coming, but no you will work for us, it is not what we are looking for."

I felt so bad, no one had ever made me feel like being Latina was a crime, I left that conversation wondering how it is possible for this to happen. The prospective employer asked me to go to his house, even after hearing my accent on the phone. I felt discriminated against because of my ethnicity and I keep wondering why domestic workers are excluded from protection against discrimination in the human rights law in the city of Washington DC.

Over 47,000 domestic workers live in the DMV area. They keep our homes clean, they help raise our children and ensure that our older relatives and loved ones with disabilities are well cared for. Yet they are extremely vulnerable to wage theft, workplace harassment and other abuses on the job. In Washington DC, domestic workers are the only group of workers excluded from the protections of the city's Human Rights Act.



*Elsy*