

118TH CONGRESS  
1ST SESSION

# H. R. 4226

To provide for coverage of employees of the District of Columbia courts and the District of Columbia Public Defender Service under the District of Columbia Human Rights Act, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 20, 2023

Ms. NORTON introduced the following bill; which was referred to the  
Committee on Oversight and Accountability

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## A BILL

To provide for coverage of employees of the District of Columbia courts and the District of Columbia Public Defender Service under the District of Columbia Human Rights Act, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “District of Columbia  
5       Courts and Public Defender Service Employment Non-  
6       Discrimination Act”.

1 **SEC. 2. COVERAGE OF EMPLOYEES UNDER DISTRICT OF**  
2 **COLUMBIA HUMAN RIGHTS ACT.**

3 (a) COVERAGE.—

4 (1) EMPLOYEES OF DISTRICT OF COLUMBIA  
5 COURTS.—Section 11–1726, District of Columbia  
6 Code, is amended by adding at the end the following  
7 new subsection:

8 “(e) For purposes of the Human Rights Act of 1977  
9 (sec. 2–1401.01 et seq., D.C. Official Code), a nonjudicial  
10 employee of the District of Columbia courts shall be con-  
11 sidered to be an employee under such Act and the District  
12 of Columbia courts shall be considered to be an employer  
13 under such Act.”.

14 (2) EMPLOYEES OF DISTRICT OF COLUMBIA  
15 PUBLIC DEFENDER SERVICE.—Section 305 of the  
16 District of Columbia Court Reform and Criminal  
17 Procedure Act of 1970 (sec. 2–1605, D.C. Official  
18 Code) is amended by adding at the end the following  
19 new subsection:

20 “(e) For purposes of the Human Rights Act of 1977  
21 (sec. 2–1401.01 et seq., D.C. Official Code), an employee  
22 of the Service shall be considered to be an employee under  
23 such Act and the Service shall be considered to be an em-  
24 ployer under such Act.”.

25 (b) EXCLUSION FROM SEPARATE PROCEDURES ES-  
26 TABLISHED FOR COMPLAINTS AGAINST AGENCIES OF

1 DISTRICT GOVERNMENT.—Section 303 of the Human  
2 Rights Act of 1977 (sec. 2–1403.03, D.C. Official Code)  
3 is amended by adding at the end the following new sub-  
4 section:

5 “(c) This section does not apply with respect to com-  
6 plaints filed against—

7 “(1) the District of Columbia courts or officials  
8 and employees of the District of Columbia courts; or

9 “(2) the District of Columbia Public Defender  
10 Service or officials and employees of the District of  
11 Columbia Public Defender Service.”.

12 (c) EFFECTIVE DATE.—The amendments made by  
13 this Act shall apply with respect to complaints filed on  
14 or after the date of the enactment of this Act.

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