Under the Parental Leave Act, employees in the District of Columbia who are parents (mother, father, guardian, aunt, uncle, grandparent, or a person married to or in a domestic partnership with any of these individuals) may take leave (unpaid or paid family, vacation, personal, compensatory, or leave bank) to attend school-related events.

School related events include, but are not limited to, concerts, plays, rehearsals, sporting events, and parent-teacher conferences, where the child is a participant or subject of the event, not a spectator.

The parent is entitled to twenty-four (24) hours of leave during a twelve (12) month period. The employer may deny the leave if granting the leave would disrupt the employer’s business and make the achievement of production or service unusually difficult.

The employee must notify the employer within ten (10) days unless the school event was not reasonably foreseeable.

The employer must post and maintain a poster in a conspicuous place that sets forth these requirements.

An employer who willfully fails to post the notice will be assessed a civil penalty not to exceed $100 for each day the employer fails to post the notice.

The employee must file a claim based on a violation of the Act within one (1) year of the occurrence or discovery of the violation.

If the employee believes that he or she is being wrongfully denied leave under this Act, he or she may contact:

THE DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS
441 4th Street, NW : Suite 570 North : Washington, DC 20001
[202] 727 / 4559 or ohr.dc.gov