GOVERNMENT OF THE DISTRICT OF COLUMBIA Zoning Commission



ZONING COMMISSION FOR THE DISTRICT OF COLUMBIA ZONING COMMISSION ORDER NO. 19-08

Z.C. Case No. 19-08 Georgetown 29K Acquisition, LLC (Map Amendment @ Square 1193, Lots 45, 46, & 800-804) October 21, 2019

Pursuant to notice, at its September 12, 2019, public hearing, the Zoning Commission for the District of Columbia (the "Commission") considered an application (the "Application") by Georgetown 29K Acquisition, LLC (the "Applicant") for approval of An amendment of the Zoning Map from unzoned to the MU-13 zone for Lots 45, 46, & 800-804 in Square 1193, with an address of 1051-1055 29th Street, N.W. (the "Property"), pursuant to Subtitle X § 500.1 of the Zoning Regulations (Title 11 of the District of Columbia Municipal Regulations ("DCMR"), Zoning Regulations of 2016, to which all references are made unless otherwise specified). The Commission considered the Application as a contested case pursuant to Subtitle A § 210 and Subtitle Z, Chapter 4. For the reasons stated below, the Commission **APPROVES** the Application.

FINDINGS OF FACT

I. BACKGROUND

NOTICE

- 1. On January 30, 2019, the Applicant mailed a notice of intent to file the Application to all property owners within 200 feet of the Property as well as Advisory Neighborhood Commission ("ANC") 2E, the "affected ANC" pursuant to Subtitle Z § 101.8, as required by Subtitle Z §§ 304.5 & 304.6. (Exhibit ["Ex."] 1F.)
- 2. On June 25, 2019, the Office of Zoning ("OZ") sent notice of the September 12, 2019, public hearing to:
 - ANCs 2E and 2A¹;
 - ANC Single Member District ("SMD") 2E05;
 - Office of the ANCs;
 - Office of Planning ("OP");

Telephone: (202) 727-6311 Facsimile: (202) 727-6072

- District Department of Transportation ("DDOT");
- DC Council; and
- Property owners within 200 feet of the Property. (Ex. 13, 14, 16.)
- 3. OZ published notice of the public hearing in the June 28, 2019, *D.C. Register* (66 DCR 7653) as well as on the calendar on OZ's website. (Ex. 12, 13.)

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ZONING COMMISSION

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CASE NO.19-08
EXHIBIT NO.26

The Office of Zoning determined that ANC 2A, which is separated from the Property by Rock Creek, is an affected ANC. The Applicant stated that it had contacted ANC 2A regarding the application, but that the ANC declined to take a position.

PARTIES

4. The only party to the case besides the Applicant was ANC 2E. The Commission received no requests for party status.

THE PROPERTY

- 5. The Property is a two acre, triangularly shaped site, bounded by 29th Street, N.W. to the west, the C&O Canal to the north, Rock Creek to the southeast, and the Whitehurst Freeway and K Street, N.W. to the south.
- 6. The Property's northern portion is improved with the former West Heating Plant ("WHP"), which:
 - Is 110 feet tall;
 - Is an individual historic landmark and a contributing building in the Georgetown Historic District;
 - Has been abandoned and vacant since it was decommissioned in 2000; and
 - Is pervasively contaminated.
- 7. The Property is located in the southeast corner of Georgetown and is surrounded by a mix of residential and commercial uses.
- 8. The properties to the west and north of the Property are zoned MU-13. The properties to the southeast are unzoned federal properties along Rock Creek.

ZONING

9. The Property is currently unzoned due to its prior federal ownership.

COMPREHENSIVE PLAN (TITLE 10A DCMR, THE "CP") Generalized Policy Map (the "GPM")

10. The CP's GPM designates the Property for Parks – Federal and District-owned, which the CP describes as:

"The Generalized Policy Map also identifies parks and open space, federal lands, Downtown Washington, and major institutional land uses. The fact that these areas are not designated as Conservation, Enhancement, or Change does not mean they are exempt from the policies of the Comprehensive Plan or will remain static. Park and open space will be conserved and carefully managed in the future. Federal lands are called out to acknowledge the District's limited jurisdiction over them, but are still discussed in the text of the District Elements..." (CP § 223.22.)

Future Land Use Map (the "FLUM")

- 11. The CP's FLUM designates the Property's northern half, corresponding to the WHP, as Mixed-Use Medium Density Residential/Moderate Density Commercial, and the Property's southern half as Parks, Recreation, and Open Space.
- 12. The CP defines these designations as follows:

Medium Density Residential: "[N]eighborhoods or areas where mid-rise (4-7 stories) apartment buildings are the predominant use. Pockets of low and moderate density housing may exist within these areas. The Medium Density Residential designation also may apply to taller residential buildings surrounded by large areas of permanent open space. The R-5-B and R-5-C Zone districts are generally consistent with the Medium Density designation, although other zones may apply."; (CP § 225.5.)

Moderate Density Commercial: "[S]hopping and service areas that are somewhat more intense in scale and character than the low-density commercial areas. Retail, office, and service businesses are the predominant uses. Areas with this designation range from small business districts that draw primarily from the surrounding neighborhoods to larger business districts uses that draw from a broader market area. Buildings are larger and/or taller than those in low density commercial areas but generally do not exceed five stories in height. The corresponding Zone districts are generally C-2-A, C-2-B, and C-3-A, although other districts may apply."; and (CP § 225.9.)

Parks, Recreation, and Open Space: "[T]he federal and District park systems, including the National Parks, the circles and squares of the L'Enfant city and District neighborhoods, the National Mall, settings for significant commemorative works, certain federal buildings such as the White House and the US Capitol grounds, and museums, and District operated parks and associated recreation centers. It also includes permanent open space uses such as cemeteries, open space associated with utilities such as the Dalecarlia and McMillan Reservoirs, and open space along highways such as Suitland Parkway. This category includes a mix of passive open space (for resource conservation and habitat protection) and active open space (for recreation) ... Zoning designations for these areas vary. The federal parklands are generally unzoned, and District parklands tend to be zoned the same as surrounding land uses." (CP § 225.17.)

II. THE APPLICATION

PROPOSED ZONING

- 13. The Application, filed on March 19, 2019, asserted that the proposed map amendment would allow for the redevelopment of the vacant Property, including the renovation and adaptive reuse of the historic WHP and the remediation of the Property's existing contamination. (Ex. 1, 1A-1G.)
- 14. The intent of the Application's proposed MU-13 zone is to permit medium-density mixed-use development generally in the vicinity of the waterfront. (Subtitle G § 500.4.)
- 15. The MU-13 zone permits the following development standards as a matter of right:
 - 4.0 maximum floor area ratio ("FAR") (4.8 for Inclusionary Zoning "IZ" developments), with a 2.0 maximum non-residential FAR;
 - 60-foot maximum height (80 feet for IZ developments); and

- 75% maximum lot occupancy. (Subtitle G §§ 502 through 504.)
- 16. The MU-13 Zone permits a wide range of uses including residential, commercial, institutional, office, and parks and recreation uses. (Subtitle U § 507.)

APPLICANT'S JUSTIFICATION OF RELIEF

Not Inconsistent with the CP

- 17. The Application asserted that it was not inconsistent with the CP and with other adopted public policies and active programs applicable to the Property, as detailed below.
- 18. **FLUM** The Application asserted that the proposed map amendment would not be inconsistent with the FLUM because
 - The Property's northern portion's Medium Density Residential/Moderate Density Commercial designation matches the proposed MU-13 zone's intent to permit medium density mixed-use development near the waterfront;
 - The Property's southern portion's Parks, Recreation, and Open Space designation:
 - Does not identify compatible zones and the proposed MU-13 zone would accommodate parks and recreation uses; and
 - Would allow the reallocation of permissible gross floor area from the Property's southern portion to the northern portion to allow the redevelopment of the historic WHP, which far exceeds the MU-13's maximum height; and
 - The proposed rezoning would extend the existing MU-13 zoning of the adjacent private property to the north and west (Federal properties along Rock Creek bound the Property to the southeast).
- 19. **Land Use Element** The Application asserted that the proposed map amendment would:
 - Facilitate the redevelopment and adaptive reuse of the Property;
 - Integrate the Property into the existing Georgetown neighborhood while providing park space and access to the waterfront; and
 - Further a number of element policies including:
 - o Infill Development; (CP § 307.5.)
 - o Long-Term Vacant Sites; (CP § 307.6.)
 - o Zoning of Infill Sites; (CP § 307.7.)
 - o Multi-Family Neighborhoods; (CP § 309.15.)
 - o Reuse of Public Buildings; (CP § 309.17.)
 - o Restoration or Removal of Vacant and Abandoned Buildings; and (CP § 310.4.)
 - o Neighborhood Beautification. (CP § 310.5.)
- 20. **Housing Element** The Application asserted that the proposed map amendment would:
 - Allow the currently vacant Property to be developed to provide new multi-family housing in a desirable area of the District; and
 - Further a number of element policies including:

- Expanding Housing Supply; (CP § 503.1.)
- o Private Sector Support; and (CP § 503.2.)
- o Balanced Growth. (CP § 503.4.)
- 21. **Environmental Protection Element** The Application asserted that the proposed map amendment would:
 - Facilitate development of the Property would necessitate the clean-up and remediation of the historic environmental contamination on the Property; and
 - Further a number of element policies including:
 - o Hazardous Building Materials and Conditions; and (CP § 621.6.)
 - o Clean-Up of Contaminated Sites. (CP § 621.9.)
- 22. **Parks, Recreation and Open Space Element** The Application asserted that the proposed map amendment would:
 - Allow for the redevelopment of the currently abandoned Property with new open space that would create a connection between the developed areas of Georgetown and the nearby recreation areas of C&O Canal, Rock Creek Park, and the Georgetown Waterfront; and
 - Further a number of element policies including:
 - o Park Diversity; (CP § 804.10.)
 - o Improving Access; (CP § 805.6.)
 - o Park Acquisition; (CP § 807.4.)
 - o Parks on Surplus Land; (CP § 807.7.)
 - o Quality and Compatible Design; (CP § 809.8.)
 - o Responding to Local Preferences; (CP § 808.9.)
 - o Connecting Neighborhoods to the Rivers; (CP § 813.4.)
 - o Linkages Between the Waterfront and Nearby Neighborhoods; (CP § 813.6.)
 - o Trail Network; and (CP § 815.5.)
 - o Common Open Space in New Development. (CP § 819.5.)
- 23. **Urban Design** The Application asserted that the proposed map amendment would:
 - Facilitate the redevelopment of an abandoned, contaminated, and isolated site in a manner compatible with the Property's landmark status and location in the historic district;
 - "Enhance the visual quality and connectivity of Georgetown" by adding open space and high-quality design proximate to the waterfront; and
 - Further a number of element policies including:
 - o Waterfront Public Space and Access; (CP § 905.6.)
 - o Excellence in Waterfront Design; (CP § 905.7.)
 - o "Activating" Waterfront Spaces; (CP § 905.11.)
 - Neighborhood Connectivity; (CP § 905.12.)
 - o Neighborhood Character and Identity; (CP § 910.6.)
 - o Areas of Strong Architectural Character; (CP § 910.7.)

- o Creating Attractive Facades; (CP § 910.12.)
- o Infill Development; and (CP § 910.15.)
- o Protection of Neighborhood Open Space. (CP § 910.18.)
- 24. **Near Northwest Area Element** The Application asserted that the proposed map amendment would:
 - Facilitate the redevelopment of the Property with new, sustainably designed housing;
 - Create new open space allowing for greater connectivity to the Rock Creek and Potomac River waterfronts; and
 - Further a number of area element policies including:
 - o Residential Neighborhoods; (CP § 2108.2.)
 - o Scenic Resource Protection; (CP § 2109.1.)
 - o Increasing Park Use and Acreage; (CP § 2109.6.)
 - o Shoreline Access; and (CP § 2109.7.)
 - o Sustainable Development. (CP § 2109.10.)

Public Hearing Testimony

- 25. In its testimony at September 12, 2019, public hearing, the Applicant asserted that:
 - The Commission should evaluate the Application's consistency with the entire CP and its various policies and maps;
 - The Application furthered numerous CP policies, including
 - o Enabling the preservation of the existing historic landmark by adaptive reuse;
 - o Building compatible infill development that would provide needed housing and other beneficial uses to the area; and
 - Facilitating environmental remediation efforts to address the existing site contamination; and
 - The CP as a whole supported the Application and outweighed the FLUM's designation of a portion of the Property as park and open space (September 12, 2019, Public Hearing Transcript, at 8-9).

III. RESPONSES TO THE APPLICATION

OP REPORTS AND TESTIMONY

- 26. OP submitted two reports in support of the Application in addition to its public hearing testimony:
 - A May 31, 2019, report ("OP Setdown Report"); and (Ex. 5.)
 - A September 2, 2019, report ("OP Hearing Report"). (Ex. 18.)

The OP Setdown Report

- 27. The OP Setdown Report recommended that the Commission setdown the Application for a public hearing based on OP's conclusion that the proposed map amendment is not inconsistent with the CP's map designations and other policies because:
 - The Property is currently unzoned;

- Any proposed zoning should be compatible with and comparable to the adjacent property's zoning, which for the Property is the MU-13 zone;
- The use, bulk, and density requirements of the MU-13 zone are generally consistent with those of the MU-5 and RA-3 zones, which the CP identifies as compatible zones with the FLUM Moderate Density Commercial and Medium Density Residential designations;
- The proposed rezoning would further multiple CP elements by permitting redevelopment of a former industrial site with new uses that would be beneficial to the surrounding neighborhood and the District as a whole, including the Land Use, Housing; Environmental Protection; Parks, Recreation and Open Space; and Urban Design Elements, and the Near Northwest Area Element;
- The proposed rezoning would be clearly consistent with the FLUM designation for the northern half as Medium Density Residential/Moderate Density Commercial; and
- These other CP elements outweigh the GPM's designation for Parks and Open Space for the entire Property, as the FLUM designated the Property's northern portion, because rezoning the entire Property to the MU-13 zone would allow for thoughtful development of the Property with better connectivity to the surrounding parkland including the waterfront and the C & O Canal towpath and so would provide parks and recreation opportunities.
- 28. The OP Setdown Report stated that OP had referred the Application to the relevant District agencies for additional review and would provide their comments in OP's subsequent hearing report.

The OP Hearing Report

- 29. The OP Hearing Report reiterated the OP Setdown Report's conclusions and therefore recommended approval of the Application.
- 30. The OP Hearing Report reported the following responses by District agencies to OP's referral of the Application:
 - Department of Housing & Community Development had no objection to the proposed map amendment and noted that the Applicant had made a financial commitment of between \$.28 million and \$4.05 million to the D.C. Housing Production Trust Fund;
 - DC Public Libraries had no comment on the proposed map amendment but that it did not expect that it would result in an undue burden to the library's operations; and
 - DDOT and the Department of Energy and the Environment ("DOEE") would submit their responses separately.

DDOT

31. DDOT submitted a September 3, 2019, report (the "DDOT Report") concluding that DDOT had no objection to the Application based on DDOT's conclusions that the proposed rezoning of the Property, if developed with the most intense matter of right uses, would not lead to a significant increase in the number of peak hour vehicle trips on the District's transportation network. (Ex. 19.)

DOEE

- 32. DOEE submitted an August 26, 2019, report (the "DOEE Report") that did not make a recommendation on the Application, but that: (Ex. 17.)
 - Identified several environmental issues and regulations applicable to the Property that the Applicant should consider in any future development, including changes to the floodplain regulations, stormwater, erosion and sediment control, and GAR requirements; and
 - Recommended that the Property's southern portion with the FLUM Open Space designation be maintained as open space because it "presents an excellent opportunity to design the park in a way that incorporates flood protection for the property or neighborhood."

ANC 2E 33. A

33. ANC 2E submitted a May 17, 2019, report (the "ANC Report") stating that at an April 29, 2019, duly-noticed public meeting with a quorum present, the ANC voted in support of the Application. The ANC Report did not identify any issues or concerns with the Application. (Ex. 3.)

PERSONS IN SUPPORT

34. The Commission received only one response supporting the Application – a letter from the James Place Condominium. (Ex. 21.) The Commission heard no testimony supporting the Application.

PERSONS IN OPPOSITION

35. The Commission received no response opposing the Application and did not hear any testimony opposing the Application.

NCPC

The National Capital Planning Commission ("NCPC") responded to the Commission's referral of the Application for review and comment pursuant to the District of Columbia Home Rule Act of 1973, as amended (87 Stat. 790, Pub. L. No. 93-198, D.C. Code § 1-201 *et seq.*) with an October 4, 2019, report stating that NCPC had determined that the Application's proposed amendment of the Zoning Map is not inconsistent with the Comprehensive Plan for the National Capital and other federal interests. (Ex. 22, 24.)

CONCLUSIONS OF LAW

1. The Zoning Act of 1938 (effective June 20, 1938, as amended, 52 Stat. 797 Ch. 534; D.C. Official Code § 6-641.01 *et seq.* (2012 Repl.)) (the "Zoning Act") authorizes the Commission to create zones within which the Commission may regulate the construction and use of property in order to "promote the health, safety, morals, convenience, order, prosperity, or general welfare of the District of Columbia and its planning and orderly development as the national capital." (§ 1 of the Zoning Act; D.C. Official Code § 6-641.01.)

- 2. Section 2 of the Zoning Act (D.C. Official Code § 6-641.02) further provides that: "zoning regulations shall be designed to lessen congestion on the street, to secure safety from fire, panic, and other dangers to promote health and general welfare, to provide adequate light and air, to prevent the undue concentration and the overcrowding of land, and to promote such distribution of population and of the uses of land as would tend to create conditions favorable to health, safety, transportation, prosperity, protection or property, civic activity, and recreational, educational, and cultural opportunities, and as would tend to further economy and efficiency in the supply of public services. Such regulations shall be made with reasonable consideration, among other things, of the character of the respective districts and their suitability for the uses provided in the regulations, and with a view to encouraging stability for the uses provided in the regulations, and with a view to encouraging stability of districts and of land values therein."
- 3. Pursuant to the Home Rule Charter, the District of Columbia Comprehensive Plan Act of 1989 (D.C. Law 8-129), and Subtitle A § 401.1, the Commission is charged with preparing, adopting, and subsequently amending the Zoning Regulations and Zoning Map in a means not inconsistent with the Comprehensive Plan.
- 4. Pursuant to Subtitle X § 500.3, the Zoning Commission shall find that map amendments are not inconsistent with the Comprehensive Plan and with other adopted public policies and active programs related to the Property.
- 5. Although the Applicant had initially requested that the Application be reviewed as a rulemaking case under Subtitle Z, Chapter 5, the Commission setdown the Application as a contested case under Subtitle Z, Chapter 4, as a map amendment filed by the owner of a single property per Subtitle Z §§ 201.2(e) and 201.7.

NOT INCONSISTENT WITH THE COMPREHENSIVE PLAN (SUBTITLE X § 500.3)

- 6. The Commission concludes that the Application's proposed amendment of the Zoning Map from unzoned to the MU-13 zone is not inconsistent with the Comprehensive Plan, when considered in its entirety, because the proposed map amendment will:
 - Further the Land Use Element by facilitating the redevelopment of the currently underdeveloped Property by adaptively reusing the Property's existing structures to create new multi-family development that links the existing development in Georgetown to parkland and the waterfront;
 - Further the Housing Element by facilitating the redevelopment of the Property with new higher density housing which will advance the District's housing goals by providing new multi-family housing proximate to existing amenities like the Georgetown commercial areas and parklands;
 - Further the Environmental Protection Element by facilitating the redevelopment of the Property which will necessitate extensive environmental remediation to address the historic contamination on the Property;
 - Further the Parks, Recreation, and Open Space Element by facilitating the redevelopment of the Property in a way that incorporates new open space that will serve

- as an amenity to potential future residents on the Property and a connection between the developed Georgetown neighborhood and the C&O Canal, Rock Creek Park and the waterfront;
- Further the Urban Design Element by activating underdeveloped infill space near the Georgetown waterfront with new, attractive buildings that will complement the existing development and historic character of Georgetown and provide an access point to the Georgetown waterfront and nearby park and open spaces;
- Further the Near Northwest Area Element by facilitating the sustainable and adaptive redevelopment of the Property consistent with the Georgetown Historic District and linking the Property to existing parklands and the waterfront to benefit the surrounding community and the District as a whole;
- Further the FLUM's designation of the Property's northern portion as Medium Density Residential/Moderate Density Commercial because the proposed MU-13 zone is intended to permit medium density mixed-use development near the waterfront; and
- Further the FLUM's designation of the Property's southern portion, and the GPM's designation of the entire Property, as Parks, Recreation, and Open Space because the proposed MU-13 zone would:
 - Allow the allocation of the permissible gross floor area from the southern portion, leaving it as open space, to the northern portion to enable the adaptive reuse of the historic WHP which far exceeds the MU-13's maximum height; and
 - Be consistent with the CP's definition of Parks, Recreation, and Open Space that states that "District [as opposed to federal] parklands tend to be zoned the same as surrounding land uses." (CP § 225.17.)

"GREAT WEIGHT" TO THE RECOMMENDATIONS OF OP

- 7. The Commission must give "great weight" to the recommendation of OP pursuant to § 5 of the Office of Zoning Independence Act of 1990, effective September 20, 1990 (D.C. Law 8-163; D.C. Official Code § 6-623.04 (2018 Repl.); Subtitle Z § 405.8); *Metropole Condo. Ass'n v. D.C. Bd. of Zoning Adjustment*, 141 A.3d 1079, 1087 (D.C. 2016).)
- 8. The Commission finds OP's analysis of the proposed map amendment as not inconsistent with the CP persuasive and concurs with OP's recommendation to approve the Application.

"GREAT WEIGHT" TO THE WRITTEN REPORT OF THE ANC

9. The Commission must give "great weight" to the issues and concerns raised in the written report of an affected ANC that was approved by the full ANC at a properly noticed public meeting pursuant to § 13(d) of the Advisory Neighborhood Commissions Act of 1975, effective March 26, 1976 (D.C. Law 1-21; D.C. Official Code § 1-309.10(d) (2012 Repl.); Subtitle Z § 406.2.) To satisfy the great weight requirement, the Commission must articulate with particularity and precision the reasons why an affected ANC does or does not offer persuasive advice under the circumstances. (*Metropole Condo. Ass'n v. D.C. Bd. of Zoning Adjustment*, 141 A.3d 1079, 1087 (D.C. 2016).) The District of Columbia Court of Appeals has interpreted the phrase "issues and concerns" to "encompass only legally relevant issues and concerns." (*Wheeler v. District of Columbia Board of Zoning Adjustment*, 395 A.2d 85, 91 n.10 (1978) (citation omitted).)

10. Although the ANC Report did not identify any issues or concerns with the Application to which the Commission can give "great weight," the Commission notes the ANC Report's support for the Application and concurs that judgement.

DECISION

In consideration of the record and the Findings of Fact and Conclusions of Law contained in this Order, the Zoning Commission concludes that the Applicant has satisfied its burden of proof and therefore **APPROVES** the Application to amend the Zoning Map as follows:

SQUARE	LOT	Map Amendment
1193	45, 46, & 800-804	Unzoned to MU-13

Proposed Action

Vote (September 12, 2019): 4-0-1 (Peter A. Shapiro, Robert E. Miller, Anthony J. Hood,

and Michael G. Turnbull to APPROVE; Peter G. May

recused and not participating)

Final Action

Vote (October 21, 2019): 4-0-1 (Robert E. Miller, Peter A. Shapiro, Anthony J. Hood,

and Michael G. Turnbull to APPROVE; Peter G. May

recused and not participating)

In accordance with the provisions of Subtitle Z § 604.9, this Order No. 19-08 shall become final and effective upon publication in the D.C. Register; that is on September 11, 2020.

ANTHONY HOOL

Chairman Zoning Commission SARA B. BARDIN

Director \

Office of Zoning

IN ACCORDANCE WITH THE D.C. HUMAN RIGHTS ACT OF 1977, AS AMENDED, D.C. OFFICIAL CODE § 2-1401.01 <u>ET SEQ.</u> (ACT), THE DISTRICT OF COLUMBIA DOES NOT DISCRIMINATE ON THE BASIS OF ACTUAL OR PERCEIVED: RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX, AGE, MARITAL STATUS, PERSONAL APPEARANCE, SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, FAMILIAL STATUS, FAMILY RESPONSIBILITIES, MATRICULATION, POLITICAL AFFILIATION, GENETIC INFORMATION, DISABILITY, SOURCE OF INCOME, OR PLACE OF RESIDENCE OR BUSINESS. SEXUAL HARASSMENT IS A FORM OF SEX DISCRIMINATION WHICH IS PROHIBITED BY THE ACT. IN ADDITION, HARASSMENT BASED ON ANY OF THE ABOVE PROTECTED CATEGORIES IS PROHIBITED BY THE ACT. DISCRIMINATION IN VIOLATION OF THE ACT WILL NOT BE TOLERATED. VIOLATORS WILL BE SUBJECT TO DISCIPLINARY ACTION.