
Office of Human Rights

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Table HM0-1

Description	FY 2021 Actual	FY 2022 Actual	FY 2023 Approved	FY 2024 Approved	% Change from FY 2023
OPERATING BUDGET	\$5,734,684	\$7,243,106	\$9,670,558	\$9,308,697	-3.7
FTEs	50.2	83.1	74.8	70.5	-5.7
CAPITAL BUDGET	\$0	\$0	\$300,000	\$100,000	-66.7
FTEs	0.0	0.0	0.0	0.0	N/A

The mission of the D.C. Office of Human Rights (OHR) is to eradicate discrimination, increase equal opportunity, and protect human rights in the city.

Summary of Services

OHR investigates and resolves complaints of discrimination in employment, housing, places of public accommodation, and educational institutions, pursuant to the D.C. Human Rights Act of 1977 and numerous other local and federal laws. OHR also prevents discrimination by providing training and education to District government employees, private employers, workers, and the community at large regarding their rights and responsibilities under the law. OHR monitors compliance with the Language Access Act of 2004 and investigates allegations of non-compliance with this Act by District government agencies. The agency also investigates complaints and conditions causing community tension and conflict that can lead to breaches of the peace. The Commission on Human Rights is the adjudicatory body that decides private sector cases after OHR has found “probable cause” of discrimination.

The agency’s FY 2024 approved budget is presented in the following tables:

FY 2024 Approved Gross Funds Operating Budget and FTEs, by Revenue Type

Table HM0-2 contains the approved FY 2024 budget by revenue type compared to the FY 2023 approved budget. It also provides FY 2021 and FY 2022 actual data.

Table HM0-2

(dollars in thousands)

Appropriated Fund	Dollars in Thousands						Full-Time Equivalents					
	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023	% Change*	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023	% Change
GENERAL FUND												
Local Funds	5,462	6,959	9,263	8,909	-354	-3.8	47.6	73.0	72.2	68.0	-4.2	-5.9
TOTAL FOR GENERAL FUND	5,462	6,959	9,263	8,909	-354	-3.8	47.6	73.0	72.2	68.0	-4.2	-5.9
FEDERAL RESOURCES												
Federal Grant Funds	149	106	408	400	-8	-2.0	1.9	0.1	2.5	2.5	0.0	0.0
TOTAL FOR FEDERAL RESOURCES	149	106	408	400	-8	-2.0	1.9	0.1	2.5	2.5	0.0	0.0
INTRA-DISTRICT FUNDS												
Intra-District Funds	124	178	0	0	0	N/A	0.8	10.0	0.0	0.0	0.0	N/A
TOTAL FOR INTRA-DISTRICT FUNDS	124	178	0	0	0	N/A	0.8	10.0	0.0	0.0	0.0	N/A
GROSS FUNDS	5,735	7,243	9,671	9,309	-362	-3.7	50.2	83.1	74.8	70.5	-4.2	-5.7

*Percent change is based on whole dollars.

Note: If applicable, for a breakdown of each Grant (Federal and Private) and Special Purpose Revenue type, please refer to **Schedule 80 Agency Summary by Revenue Source** in the **FY 2024 Operating Appendices** located on the Office of the Chief Financial Officer’s website.

In FY 2024, the Intra-District process will be eliminated, and the duplicated budget in the agencies providing services (seller agencies), known as Intra-District budget, will no longer be required. This process will be replaced by a new interagency process, which will enable seller agencies to directly charge interagency projects funded by the agencies receiving the services (buyer agencies). For more detailed information regarding the approved funding for interagency projects funded within this agency, please see Appendix J, FY 2024 Interagency Budgets, in the Executive Summary budget volume.

FY 2024 Approved Operating Budget, by Comptroller Source Group

Table HM0-3 contains the approved FY 2024 budget at the Comptroller Source Group (object class) level compared to the FY 2023 approved budget. It also provides FY 2021 and FY 2022 actual expenditures.

Table HM0-3

(dollars in thousands)

Comptroller Source Group	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023	Percentage Change*
11 - Regular Pay - Continuing Full Time	3,540	4,124	5,842	5,504	-338	-5.8
12 - Regular Pay - Other	443	936	810	1,098	289	35.6
13 - Additional Gross Pay	6	171	0	0	0	N/A
14 - Fringe Benefits - Current Personnel	964	1,249	1,648	1,797	149	9.0
15 - Overtime Pay	0	5	0	0	0	N/A
SUBTOTAL PERSONAL SERVICES (PS)	4,953	6,485	8,300	8,400	100	1.2
20 - Supplies and Materials	33	23	24	18	-6	-25.0
31 - Telecommunications	6	7	0	0	0	N/A
40 - Other Services and Charges	160	269	409	325	-83	-20.4
41 - Contractual Services - Other	575	459	938	555	-382	-40.8
70 - Equipment and Equipment Rental	7	0	0	10	10	N/A
SUBTOTAL NONPERSONAL SERVICES (NPS)	782	758	1,371	909	-462	-33.7
GROSS FUNDS	5,735	7,243	9,671	9,309	-362	-3.7

*Percent change is based on whole dollars.

FY 2024 Approved Operating Budget and FTEs, by Division/Program and Activity

Table HM0-4 contains the approved FY 2024 budget by division/program and activity compared to the FY 2023 approved budget. It also provides FY 2021 and FY 2022 actual data. For a more comprehensive explanation of divisions/programs and activities, please see the Division/Program Description section, which follows the table.

Table HM0-4

(dollars in thousands)

Division/Program and Activity	Dollars in Thousands					Full-Time Equivalents				
	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023
(1000) OFFICE OF HUMAN RIGHTS										
(1030) Property Management	0	3	0	0	0	0.0	0.0	0.0	0.0	0.0
(1040) Information Technology	0	94	100	100	0	0.0	0.0	0.0	0.0	0.0
(1060) Legal Services	468	421	453	406	-47	3.1	3.3	3.0	2.0	-1.0
(1090) Performance Management	516	801	752	615	-136	3.9	4.4	4.0	3.0	-1.0
SUBTOTAL (1000) OFFICE OF HUMAN RIGHTS	983	1,320	1,304	1,122	-182	7.0	7.7	7.0	5.0	-2.0
(2000) EQUAL JUSTICE PROGRAM										
(2010) Intake	766	522	526	798	272	4.7	6.4	5.8	8.0	2.2
(2020) Mediation	705	689	842	739	-103	4.7	7.7	7.0	6.0	-1.0
(2030) Investigations	2,267	3,317	4,552	4,426	-126	21.3	42.5	38.2	36.5	-1.8
(2050) Fair Housing Program	5	11	220	200	-20	0.1	0.2	0.2	0.0	-0.2
(2060) Research and Compliance	3	5	83	4	-79	0.0	1.1	1.0	0.0	-1.0

Table HM0-4

(dollars in thousands)

Division/Program and Activity	Dollars in Thousands					Full-Time Equivalents				
	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023	Actual FY 2021	Actual FY 2022	Approved FY 2023	Approved FY 2024	Change from FY 2023
(2070) Public Education	647	1,043	1,430	1,309	-121	8.6	13.2	11.5	11.0	-0.5
(2085) Bullying Prevention Oversight	5	-91	152	169	17	1.6	1.1	1.0	1.0	0.0
(2090) Language Access Oversight	3	42	82	82	0	0.0	0.0	0.0	0.0	0.0
SUBTOTAL (2000) EQUAL JUSTICE PROGRAM	4,400	5,539	7,886	7,726	-160	40.9	72.1	64.8	62.5	-2.2
(3000) COMMISSION ON HUMAN RIGHTS										
(3010) Human Rights Commission	351	385	480	461	-19	2.3	3.3	3.0	3.0	0.0
SUBTOTAL (3000) COMMISSION ON HUMAN RIGHTS	351	385	480	461	-19	2.3	3.3	3.0	3.0	0.0
TOTAL APPROVED OPERATING BUDGET	5,735	7,243	9,671	9,309	-362	50.2	83.1	74.8	70.5	-4.2

(Change is calculated by whole numbers and numbers may not add up due to rounding)

Note: For more detailed information regarding the approved funding for the activities within this agency's programs, please see **Schedule 30-PBB Program Summary by Activity** in the **FY 2024 Operating Appendices** located on the Office of the Chief Financial Officer's website. "No Activity Assigned" indicates budget or actuals that are recorded at the division/program level.

Program Description

The Office of Human Rights operates through the following 3 programs:

Equal Justice – provides education and awareness and investigates, adjudicates, and provides compliance services to people who live, work, and/or conduct business in the District of Columbia so that they are informed of, and may have timely resolution of, discrimination complaints.

This program contains the following 8 activities:

- **Intake** – provides intake, referral, and counseling services to complainants who live, work, and/or conduct business in the District of Columbia so that they may have timely and quality assessments of their complaints;
- **Mediation** – provides mediation services to complainants and respondents in an attempt to resolve potentially unlawful discriminatory practices and avoid costly and time-consuming investigations and litigation;
- **Investigations** – conducts full investigations whenever prima facie evidence has been established for each complaint brought to the Office of Human Rights. This applies to cases in employment, public accommodations, educational institutions, and language access;
- **Fair Housing Program** – investigates complaints and provides outreach and education to people who live, work, or conduct business in the District on matters relating to alleged violations of federal and local fair housing laws;
- **Research and Compliance** – conducts compliance reviews of, provides training on, and performs research related to human rights law as well as mandates issued by the Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development;
- **Public Education** – provides awareness, education, training, and public information to ensure a workforce environment free of discrimination in the District;
- **Bullying Prevention Oversight** – coordinates bullying prevention initiatives throughout the District; and

- **Language Access Oversight** – provides information, education, monitoring, and enforcement services pertaining to the D.C. Language Access Act and its implementation and applicability.

Commission on Human Rights – provides adjudication services through an administrative, trial-type hearing conducted before a hearing examiner or a panel of commissioners. The Commission rules and issues injunctive relief and award damages (if discrimination is found) to people who live, work, or conduct business in the District of Columbia.

Office of Human Rights (Agency Management) – provides for administrative support and the required tools to achieve operational and programmatic results. This program is standard for all agencies using performance-based budgeting.

Program Structure Change

The Office of Human Rights has no program structure changes in the FY 2024 approved budget.

FY 2023 Approved Budget to FY 2024 Approved Budget, by Revenue Type

Table HM0-5 itemizes the changes by revenue type between the FY 2023 approved budget and the FY 2024 approved budget. For a more comprehensive explanation of changes, please see the FY 2024 Approved Budget Changes section, which follows the table.

Table HM0-5

(dollars in thousands)

DESCRIPTION	DIVISION/PROGRAM	BUDGET	FTE
LOCAL FUNDS: FY 2023 Approved Budget and FTE		9,263	72.2
Removal of One-Time Costs	Equal Justice Program	-429	0.0
LOCAL FUNDS: FY 2024 Recurring Budget		8,834	72.2
Increase: To align personal services and Fringe Benefits with projected costs	Multiple Programs	188	-3.2
Increase: To support operational requirements	Multiple Programs	1	0.0
Reduce: Nonpersonal services cost savings	Multiple Programs	-39	0.0
Reduce: Cost savings from vacant positions	Multiple Programs	-799	-6.5
LOCAL FUNDS: FY 2024 Mayor's Proposed Budget		8,184	62.5
Enhance: To support the Domestic Workers Employment Rights Amendment Act of 2022 (\$344,983 and 2.5 FTEs), to reduce case backlogs (\$347,502 and 3.0 FTEs)	Equal Justice Program	692	5.5
Enhance: To provide office space	Equal Justice Program	15	0.0
Enhance: To support IT and other equipment (one-time)	Equal Justice Program	10	0.0
Enhance: To provide outreach materials (one-time)	Equal Justice Program	7	0.0
LOCAL FUNDS: FY 2024 District's Approved Budget		8,909	68.0
FEDERAL GRANT FUNDS: FY 2023 Approved Budget and FTE		408	2.5
Increase: To align personal services and Fringe Benefits with projected costs	Equal Justice Program	18	0.0
Decrease: To realize savings in nonpersonal services	Equal Justice Program	-26	0.0
FEDERAL GRANT FUNDS: FY 2024 Mayor's Proposed Budget		400	2.5
No Change		0	0.0
FEDERAL GRANT FUNDS: FY 2024 District's Approved Budget		400	2.5
GROSS FOR HM0 - OFFICE OF HUMAN RIGHTS		9,309	70.5

(Change is calculated by whole numbers and numbers may not add up due to rounding)

Note: For more detailed information regarding the approved funding for interagency projects funded within this agency, please see Appendix J, FY 2024 Interagency Budgets, in the Executive Summary budget volume.

FY 2024 Approved Operating Budget Changes

Table HM0-6 contains the approved FY 2024 budget by fund compared to the FY 2023 approved budget.

Table HM0-6

Appropriated Fund	FY 2023 Approved	FY 2024 Approved	% Change from FY 2023
Local Funds	\$9,262,777	\$8,909,051	-3.8
Federal Grant Funds	\$407,781	\$399,645	-2.0
GROSS FUNDS	\$9,670,558	\$9,308,697	-3.7

Recurring Budget

The FY 2024 budget for OHR includes a reduction of \$428,756 to account for the removal of one-time funding appropriated in FY 2023. This included \$377,620 to support the use of contractors to help reduce case backlogs and \$51,136 to support additional non-personnel expenses related to an expansion of the rights protected in the D.C. Human Rights Act of 1977.

Mayor's Proposed Budget

Increase: OHR's proposed Local funds budget includes a net increase of \$188,454 to align the proposed personal service and Fringe benefit costs with the proposed budget across multiple programs and a reduction 3.2 Locally funded Full-time Equivalent (FTEs). An additional increase of \$649 is included to support operational requirements in nonpersonal services.

In Federal Grant funds, an increase of \$18,248 is included in the Equal Justice Program, to support personal services and Fringe Benefits with projected costs.

Decrease: In Federal Grant funds a reduction of \$26,384 is comprised of a \$16,379 reduction in professional services moved to contracts to support the Equal Justice Grant; and a reduction of \$10,005 in professional services moved to contracts to support the Housing and Urban Development Grant.

Reduce: The Local funds budget proposal includes a decrease of \$39,489 in nonpersonal cost savings, primarily in other services and charges. An additional reduction of \$799,268 and 6.5 FTEs is included due to cost savings achieved through eliminating vacant positions.

District's Approved Budget

Enhance: In Local funds, OHR's approved budget includes enhancements to the Equal Justice program. The personal services budget increases by \$692,485 and 5.5 FTEs. Of this amount, \$344,983 and 2.5 FTEs in the Investigations activity supports Investigator/Intake Specialist, Outreach Specialist, and Attorney positions to implement the Domestic Workers Employment Rights Amendment Act of 2022; \$245,956 and 2.0 FTEs in the Investigations activity, and \$101,546 and 1.0 FTE in Intake activity provides additional support to reduce case backlogs.

Additionally, in nonpersonal services, an increase of \$15,000 provides office space; a one-time increase of \$10,200 supports IT and other equipment; and a one-time increase of \$7,000 provides outreach materials. All enhancements will support the Domestic Worker Employment Rights Amendment Act of 2022.

FY 2024 Approved Full-Time Equivalent (FTEs)

Table HM0-7 contains the summary of FY 2024 Approved Budgeted Full-Time Equivalent (FTEs).

Table HM0-7

Total FY 2024 Approved Budgeted FTEs	70.5
Total FTEs employed by this agency	70.5

Note: Table HM0-7 displays the impact of the buyer agencies budgets funding the seller agencies FTEs in the FY 2024 budget, compared to how FTEs were budgeted in FY 2023.

- It starts with the FY 2024 budgeted FTE figure, 70.5 FTEs.
- It subtracts 0.0 FTEs budgeted in HM0 in FY 2024 who are employed by another agency.
- It adds 0.0 FTEs budgeted in other agencies in FY 2024 who are employed by HM0.
- It ends with 70.5 FTEs, the number of FTEs employed by HM0, which is the FTE figure comparable to the FY 2023 budget.