

Office of Human Rights

www.ohr.dc.gov

Telephone: 202-727-4559

Table HM0-1

Description	FY 2022	FY 2023	FY 2024	FY 2025	% Change
	Actual	Actual	Approved	Proposed	from FY 2024
OPERATING BUDGET	\$7,243,106	\$7,534,682	\$9,308,697	\$9,236,744	-0.8
FTEs	83.1	67.9	70.5	70.5	0.0
CAPITAL BUDGET	\$0	\$4,830	\$100,000	\$0	-100.0
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 2025 proposed budget is presented in the following tables:

FY 2025 Proposed Gross Funds Operating Budget and FTEs, by Revenue Type

Table HM0-2 contains the proposed FY 2025 budget by revenue type compared to the FY 2024 approved budget. It also provides FY 2022 and FY 2023 actual data.

Table HM0-2

(dollars in thousands)

	Dollars in Thousands						Full-Time Equivalents					
	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	% Change*	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	% Change
Appropriated Fund												
GENERAL FUND												
Local Funds	6,959	7,264	8,909	8,835	-74	-0.8	73.0	65.5	68.0	68.0	0.0	0.0
TOTAL FOR												
GENERAL FUND	6,959	7,264	8,909	8,835	-74	-0.8	73.0	65.5	68.0	68.0	0.0	0.0

Table HM0-2

(dollars in thousands)

	Dollars in Thousands						Full-Time Equivalents					
	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	% Change*	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	% Change
Appropriated Fund												
FEDERAL RESOURCES												
Federal Grant Fund - FPRS	106	271	400	401	2	0.4	0.1	2.4	2.5	2.5	0.0	0.0
TOTAL FOR FEDERAL RESOURCES	106	271	400	401	2	0.4	0.1	2.4	2.5	2.5	0.0	0.0
INTRA-DISTRICT FUNDS												
Intra District	178	0	0	0	0	N/A	10.0	0.0	0.0	0.0	0.0	N/A
TOTAL FOR INTRA-DISTRICT FUNDS	178	0	0	0	0	N/A	10.0	0.0	0.0	0.0	0.0	N/A
GROSS FUNDS	7,243	7,535	9,309	9,237	-72	-0.8	83.1	67.9	70.5	70.5	0.0	0.0

*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 2025 Operating Appendices** located on the Office of the Chief Financial Officer's website.

In FY 2023, the Intra-District process that required duplicated budget in the agencies providing services (seller agencies) was eliminated and replaced by interagency projects. For more detailed information regarding the approved funding for interagency projects funded within this agency, please see **Appendix J, FY 2025 Interagency Budgets**, in the Executive Summary, Volume I.

FY 2025 Proposed Operating Budget, by Account Group

Table HM0-3 contains the proposed FY 2025 budget at the Account Group level compared to the FY 2024 approved budget. It also provides FY 2022 and FY 2023 actual expenditures.

Table HM0-3

(dollars in thousands)

Account Group	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	Percentage Change*
701100C - Continuing Full Time	4,124	4,882	5,504	6,106	602	10.9
701200C - Continuing Full Time - Others	936	374	1,098	245	-853	-77.7
701300C - Additional Gross Pay	171	73	0	50	50	N/A
701400C - Fringe Benefits - Current Personnel	1,249	1,326	1,797	1,844	47	2.6
701500C - Overtime Pay	5	0	0	0	0	N/A
SUBTOTAL PERSONNEL SERVICES (PS)	6,485	6,655	8,400	8,245	-155	-1.8
711100C - Supplies and Materials	23	21	18	18	0	0.0
712100C - Energy, Communications and Building Rentals	7	0	0	0	0	N/A
713100C - Other Services and Charges	269	228	325	473	148	45.4
713200C - Contractual Services - Other	459	628	555	501	-54	-9.8
715100C - Other Expenses	0	2	0	0	0	N/A
717100C - Purchases Equipment and Machinery	0	0	10	0	-10	-100.0
SUBTOTAL NONPERSONNEL SERVICES (NPS)	758	880	909	992	83	9.1
GROSS FUNDS	7,243	7,535	9,309	9,237	-72	-0.8

*Percent change is based on whole dollars.

FY 2025 Proposed Operating Budget and FTEs, by Division/Program and Activity

Table HM0-4 contains the proposed FY 2025 budget by division/program and activity compared to the FY 2024 approved budget. It also provides FY 2022 and FY 2023 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 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024
(AFO000) AGENCY										
FINANCIAL OPERATIONS										
(AFO009) Audit Adjustments	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
(AFO010) Payroll Default	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
SUBTOTAL (AFO000) AGENCY	0	0	0	0	0	0.0	0.0	0.0	0.0	0.0
(AMP000) AGENCY										
MANAGEMENT PROGRAM										
(AMP011) Human Resource Services	0	-1	0	0	0	0.0	0.0	0.0	0.0	0.0
(AMP016) Performance and Strategic Management	1,671	1,210	1,365	1,448	84	7.7	10.0	7.0	7.0	0.0
(AMP029) Operations Management	0	8	0	0	0	0.0	0.0	0.0	0.0	0.0
SUBTOTAL (AMP000) AGENCY	1,671	1,217	1,365	1,448	84	7.7	10.0	7.0	7.0	0.0
(HS0021) HUMAN RIGHTS										
SERVICES										
(H02101) Fair Housing Program	11	94	200	21	-179	0.2	0.1	0.0	0.2	0.2
(H02102) Human Rights Commission	385	453	461	467	6	3.3	2.7	3.0	3.0	0.0
(H02103) Intake	522	500	798	748	-50	6.4	5.3	8.0	7.8	-0.2
(H02104) Investigations	3,317	3,382	4,426	4,374	-53	42.5	34.8	36.5	35.5	-1.0
(H02105) Mediation	689	664	739	731	-8	7.7	6.4	6.0	6.0	0.0
(H02106) Public Education	692	1,016	1,066	1,189	123	13.2	6.8	9.0	10.0	1.0
(H02107) Research and Compliance	5	1	4	4	0	1.1	0.9	0.0	0.0	0.0
SUBTOTAL (HS0021) HUMAN RIGHTS SERVICES	5,621	6,110	7,693	7,533	-161	74.3	57.0	62.5	62.5	0.0
(HS0022) SPECIAL EQUITY PROGRAMS										
(H02201) Bullying Prevention Oversight	-91	164	169	174	5	1.1	0.9	1.0	1.0	0.0
(H02203) Language Access Oversight	42	44	82	82	0	0.0	0.0	0.0	0.0	0.0
SUBTOTAL (HS0022) SPECIAL EQUITY PROGRAMS	-49	208	251	256	5	1.1	0.9	1.0	1.0	0.0
TOTAL PROPOSED OPERATING BUDGET	7,243	7,535	9,309	9,237	-72	83.1	67.9	70.5	70.5	0.0

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

Note: For more detailed information regarding the proposed funding for the activities within this agency's programs, please see **Schedule 30-PBB Program Summary by Activity**. For detailed information on this agency's Cost Center structure as reflected in the District's Chart of Accounts, please see **Schedule 30-CC FY 2025 Proposed Operating Budget and FTEs, by Division/Office**. Additional information on this agency's interagency agreements can be found in **Appendix H**. All schedules can be found in the FY 2025 Operating Appendices, Volume 6 located on the Office of the Chief Financial Officer's website.

Program Description

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

Human Rights Services - OHR investigates, prosecutes, and adjudicates complaints filed at the Office. Individuals who believe they experienced discrimination in the District of Columbia can initiate a two-part process with OHR: 1) probable cause determination through investigation and 2) a public hearing if probable cause is found. OHR's staff mediate and investigate the complaint cost-free and, after a public hearing, make a determination that can result in damages being awarded. In certain cases, OHR's attorneys will prosecute the probable cause cases to a full hearing unless the case is resolved prior to the hearing.

This program contains the following 7 activities:

- **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;
- **Human Rights Commission** - 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 awards damages (if discrimination is found) to people who live, work, or conduct business in the District of Columbia;
- **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;
- **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;
- **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;
- **Public Education** - provides awareness, education, training, and public information to ensure a workforce environment free of discrimination in the District; and
- **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.

Special Equity Programs – 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 2 activities:

- **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.

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 2025 proposed budget.

FY 2024 Approved Budget to FY 2025 Proposed Budget, by Revenue Type

Table HM0-5 itemizes the changes by revenue type between the FY 2024 approved budget and the FY 2025 proposed budget. For a more comprehensive explanation of changes, please see the FY 2025 Proposed Budget Changes section, which follows the table.

Table HM0-5

(dollars in thousands)

DESCRIPTION	DIVISION/PROGRAM	BUDGET	FTE
LOCAL FUNDS: FY 2024 Approved Budget and FTE		8,909	68.0
Removal of One-Time Funding	Multiple Programs	-17	0.0
LOCAL FUNDS: FY 2025 Recurring Budget		8,892	68.0
Decrease: To align personnel services and Fringe Benefits with projected costs	Multiple Programs	-157	0.0
Enhance: To support the new Case Management System (one-time)	Human Rights Services	300	0.0
Reduce: To reflect cost savings for Fair Housing Study Program	Human Rights Services	-200	0.0
LOCAL FUNDS: FY 2025 Mayor's Proposed Budget		8,835	68.0
FEDERAL GRANT FUND - FPRS: FY 2024 Approved Budget and FTE		400	2.5
Increase: To align personnel services and Fringe Benefits with projected costs	Human Rights Services	2	0.0
FEDERAL GRANT FUND - FPRS: FY 2025 Mayor's Proposed Budget		401	2.5
GROSS FOR HM0 - OFFICE OF HUMAN RIGHTS		9,237	70.5

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

Note: For more detailed information regarding the proposed funding for interagency projects funded within this agency, please see Appendix J, FY 2025 Interagency Budgets, in the Executive Summary budget volume.

FY 2025 Proposed Operating Budget Changes

Table HM0-6 contains the proposed FY 2025 budget by fund compared to the FY 2024 approved budget.

Table HM0-6

Appropriated Fund	FY 2024 Approved	FY 2025 Proposed	% Change from FY 2024
Local Funds	\$8,909,051	\$8,835,332	-0.8
Federal Grant Fund - FPRS	\$399,645	\$401,412	0.4
GROSS FUNDS	\$9,308,697	\$9,236,744	-0.8

Mayor's Proposed Budget

Increase: In Federal Grant funds, a proposed increase of \$1,767 aligns salary and Fringe Benefits with projected costs in the Human Rights Services program.

Decrease: The Local funds budget proposal includes a net decrease of \$156,519 in personnel costs across multiple programs.

Enhance: In the Local funds budget, a one-time increase of \$300,000 in the Human Rights Services program will support the operational cost of the new Case Management System (CMS).

Reduce: The Local funds budget proposal includes a \$200,000 decrease in the Human Rights Services program to reflect cost savings for the Fair Housing Study program.

FY 2025 Proposed Full-Time Equivalent (FTEs)

Table HM0-7 contains the summary of FY 2025 Proposed Budgeted Full-Time Equivalent (FTEs).

Table HM0-7

Total FY 2025 Proposed Budgeted FTEs	70.5
Add: Interagency FTEs budgeted in other agencies but employed by this agency:	
CF0-Department of Employment Services	6.0
Total Interagency FTEs budgeted in other agencies, employed by this agency	6.0
Total FTEs employed by this agency	76.5

Note: Table HM0-7 displays the impact of the buyer agencies budgets funding the seller agencies FTEs in the FY 2025 budget, compared to how FTEs were budgeted in FY 2024.

- It starts with the FY 2025 budgeted FTE figure, 70.5 FTEs.
- It subtracts 0.0 FTEs budgeted in HM0 in FY 2025 who are employed by another agency.
- It adds 6.0 FTEs budgeted in other agencies in FY 2025 who are employed by HM0.
- It ends with 76.5 FTEs, the number of FTEs employed by HM0, which is the FTE figure comparable to the FY 2024 budget.