

Office of Human Rights and Equity Programs

Mission

To institute an affirmative human rights program of positive efforts to eliminate discrimination and to provide the public and Fairfax County employees with recourse for discriminatory acts.

Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community, and uses our One Fairfax equity policy to invest in people and places that have limited access to opportunity. On February 20, 2024, the second Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the community outcome areas, plus three data dashboards and data stories that are being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Three Implementation Model, which will engage hundreds of County subject-matter experts to identify and champion the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit www.fairfaxcounty.gov/strategicplan. The Office of Human Rights and Equity Programs primarily supports the following Community Outcome Area:



Community Outcome Area	Vision Statement
Effective and Efficient Government	<i>All people trust that their government responsibly manages resources, is responsive to their needs, provides exceptional services and equitably represents them.</i>

Focus

Human Rights

The Human Rights division in the Office of Human Rights and Equity Programs (OHREP) is responsible for supporting the Human Rights Commission (HRC) and is charged with enforcing the Fairfax County Human Rights Ordinance and the Fair Housing Act. The Human Rights division receives and investigates complaints filed by any person who believes he/she has been discriminated against in Fairfax County in violation of the County's Human Rights Ordinance or Fair Housing Act. The Human Rights Ordinance and the Fair Housing Act have been deemed substantially equivalent to the federal civil rights laws in employment and housing. Persons who file complaints with this office will automatically have their cases filed with the federal agencies, when applicable, thereby also enjoying federal protections. Persons may file discrimination complaints on the basis of race, color, sex, religion, national origin, marital status, age, disability, sexual orientation, gender identity, military status, pregnancy, childbirth or related medical conditions (does not apply to housing), source of funds (applies to housing only), and familial status (applies to housing only), in the areas of employment, housing, public accommodations, private education, or credit. The Human Rights division also provides educational services to employers, the housing industry, and other

Office of Human Rights and Equity Programs

businesses in Fairfax County concerning compliance with the Human Rights Ordinance and the Fair Housing Act.

In addition to the above, the Human Rights division manages the County's Fair Housing Plan and implements its strategies by conducting and reporting on fair housing tests, filing fair housing complaints, training rental agents and housing counselors in the County's rental market, establishing and staffing the HRC Fair Housing Task Force, and continuing to study and report on the County's fair housing needs.

To meet the Human Rights division's mission and pursue its vision, staff serve Fairfax County through civil rights enforcement, complaint resolution, education, and outreach. The staff identifies, develops, and maintains an organizational structure that implements objectives and priorities, adopts systems and procedures that maximize efficient use of resources, and maintains effective information technology solutions to enhance service delivery.

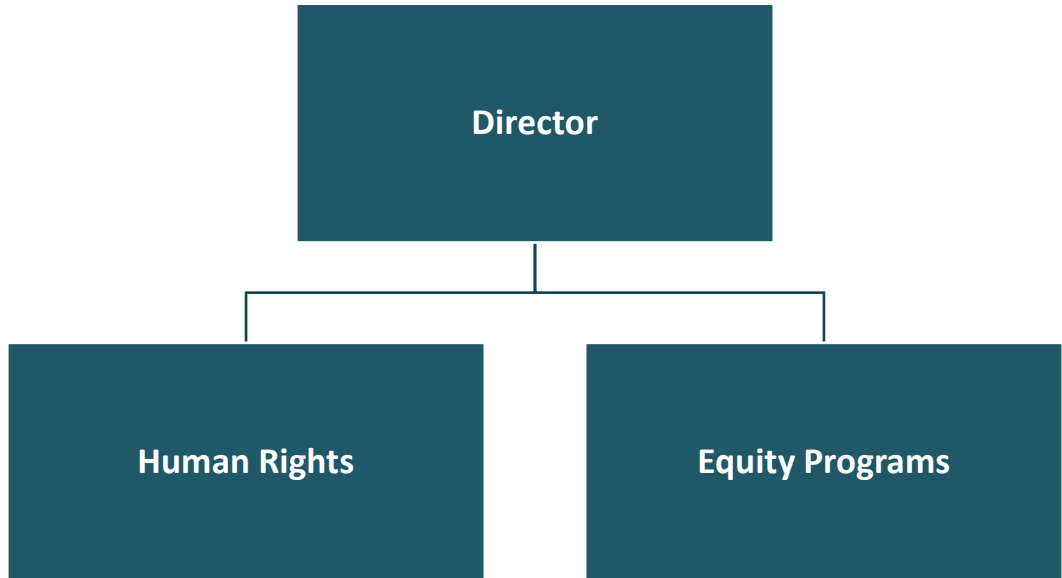
The Human Rights division's success in service delivery is driven by several key factors with the demand for services from the public the primary factor. Federal laws and regulations governing the agency's services to the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD) affect how work is done. Furthermore, enforcement relationships with federal, state, and other partners can also be affected by policy changes and the County's ability to implement those changes. Successful settlements between the complainant and the respondent totaling \$103,242 were realized for Fairfax County residents in FY 2023.

Equity Programs

The Equity Programs staff has continued efforts to increase diversity awareness in the County workforce and the community. In addition to offering mandatory online training programs related to laws that prohibit employment discrimination, staff participated in a variety of community-sponsored events to provide information regarding equal opportunity in the County.

In FY 2023, a total of 31,394 training sessions were conducted via online and in person training. The Office of Human Rights and Equity Programs conducted a total of 22 combined outreach events to residents, employees, and the community.

Organizational Chart



Budget and Staff Resources

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised
FUNDING				
Expenditures:				
Personnel Services	\$1,442,509	\$1,988,430	\$1,988,430	\$1,913,902
Operating Expenses	188,722	119,995	123,038	119,995
Total Expenditures	\$1,631,231	\$2,108,425	\$2,111,468	\$2,033,897
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	18 / 18	18 / 18	18 / 18	17 / 17

This department has 2/2.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

FY 2025 Funding Adjustments

The following funding adjustments from the FY 2024 Adopted Budget Plan are necessary to support the FY 2025 program:

Employee Compensation **\$73,072**
 An increase of \$73,072 in Personnel Services includes \$39,769 for a 2.00 percent market rate adjustment (MRA) for all employees and \$28,567 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2024. The remaining increase of \$4,736 is included for employee pay increases for specific job classes identified in the County's benchmark class survey of comparator jurisdictions.

Office of Human Rights and Equity Programs

Reductions **(\$147,600)**

A decrease of \$147,600 and 1/1.0 FTE position reflects reductions utilized to balance the FY 2025 budget. The following table provides details on the specific reduction:

Title	Impact	Positions	FTE	Reduction
Eliminate Vacant Division Director Position	As a result of a recent reorganization, OHREP has been able to streamline agency operations, redistribute duties and realize efficiencies thus eliminating the need for this position. In anticipation of this reorganization, this position was kept vacant. It is not anticipated this reduction will negatively impact the agency.	1	1.0	\$147,600

Changes to FY 2024 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2024 Revised Budget Plan since passage of the FY 2024 Adopted Budget Plan. Included are all adjustments made as part of the FY 2023 Carryover Review and all other approved changes through December 31, 2023.

Carryover Adjustments **\$3,043**

As part of the FY 2023 Carryover Review, the Board of Supervisors approved funding of \$3,043 for encumbered carryover in Operating Expenses.

Cost Centers

The two cost centers in the Office of Human Rights and Equity Programs are Human Rights and Equity Programs.

Human Rights

The Human Rights cost center enforces the Fairfax County Human Rights Ordinance and the Fair Housing Act by accepting and investigating complaints filed by individuals who believe they have been discriminated against in Fairfax County in the areas of employment, housing, public accommodations, private education, and credit on the basis of race, color, sex, religion, national origin, marital status, age, disability, sexual orientation, gender identity, military status, pregnancy, childbirth or related medical conditions (does not apply to housing), source of funds (applies to housing only), and familial status (applies to housing only). The Human Rights cost center also conducts outreach, provides resources, and offers education and training services concerning issues of discrimination to industries, organizations, and groups in the private and non-profit sectors, and to the public at large. All the above services are provided free of charge.

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised
EXPENDITURES				
Total Expenditures	\$1,429,758	\$1,546,845	\$1,549,888	\$1,453,562
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	15 / 15	15 / 15	15 / 15	14 / 14

Equity Programs

The Equity Programs cost center administers the County’s Equal Employment Enforcement (EEO) program. The Equity Programs cost center also ensures the County’s compliance with all federal, state, and County mandates granting equal access to all County services, programs, and employment opportunities. Fairfax County is an Equal Opportunity Employer that does not discriminate on the basis of race, color, sex (including gender-based conduct, pregnancy, sexual orientation, gender identity, and conduct of a sexual nature), creed, religion, national origin, age, disability, political affiliation, union affiliation, genetic information, military status, or disabled veterans’ status.

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised
EXPENDITURES				
Total Expenditures	\$201,473	\$561,580	\$561,580	\$580,335
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)				
Regular	3 / 3	3 / 3	3 / 3	3 / 3

Position Detail

The FY 2025 Advertised Budget Plan includes the following positions:

HUMAN RIGHTS - 14 Positions			
1	Director, Human Rights/Equity Programs	8	Human Rights Specialists II
0	Division Directors [-1]	1	Management Analyst II
3	Senior Human Rights Consultants	1	Administrative Assistant III
EQUITY PROGRAMS - 3 Positions			
1	Senior Human Rights Consultant	1	Administrative Assistant IV
1	Human Rights Specialist II		
-	Denotes Abolished Position(s) due to Budget Reductions		

Performance Measurement Results by Community Outcome Area

Effective and Efficient Government

Equity Programs has continued efforts to increase diversity awareness in the County workforce and the community. In addition to offering mandatory training programs related to laws that prohibit employment discrimination, staff participated in a variety of County-mandated training to provide information regarding equal opportunity to County employees.

The total number of completed trainings increased nearly 21 percent from 25,994 in FY 2022 to 31,394 in FY 2023. The agency will continue to provide necessary education and training with a goal of 15,000 trainings in FY 2024.

Total cases investigated by Equity Programs decreased by 30 percent from 97 in FY 2022 to 68 in FY 2023. OHREP plans to review Diversity Plans again in FY 2024.

Office of Human Rights and Equity Programs

Community Outcome Area	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimate	FY 2023 Actual	FY 2024 Estimate	FY 2025 Estimate
Effective and Efficient Government						
Customer Satisfaction with County Services						
Percentage of complainant/respondent satisfaction with the overall quality of the Human Rights Division's intake and mediation services	100.0%	100.0%	95.0%	100.0%	95.0%	95.0%

A complete list of performance measures can be viewed at
<https://www.fairfaxcounty.gov/budget/fy-2025-advertised-performance-measures-pm>