
Office of Human Rights and Equity Programs



**FY 2010 LOBS Presentation
December 1, 2008**

OHREP History

Human Rights Division

- The Human Rights Ordinance (Ordinance) was adopted by the Fairfax County Board of Supervisors (BOS) in July 1974 and was amended, on December 9, 2002.
- The Ordinance prohibits discrimination against any other person in the areas of employment, housing, public accommodations, credit facilities and education on the basis of age, race, color, religion, sex, national origin, disability, marital status and familial status (in the area of housing only).
- To enforce the Ordinance, the BOS established the Human Rights Commission.
- The Commission has work-sharing agreements with the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD) for complaints that are jurisdictional with the EEOC and HUD in Fairfax County.

Equity Programs Division

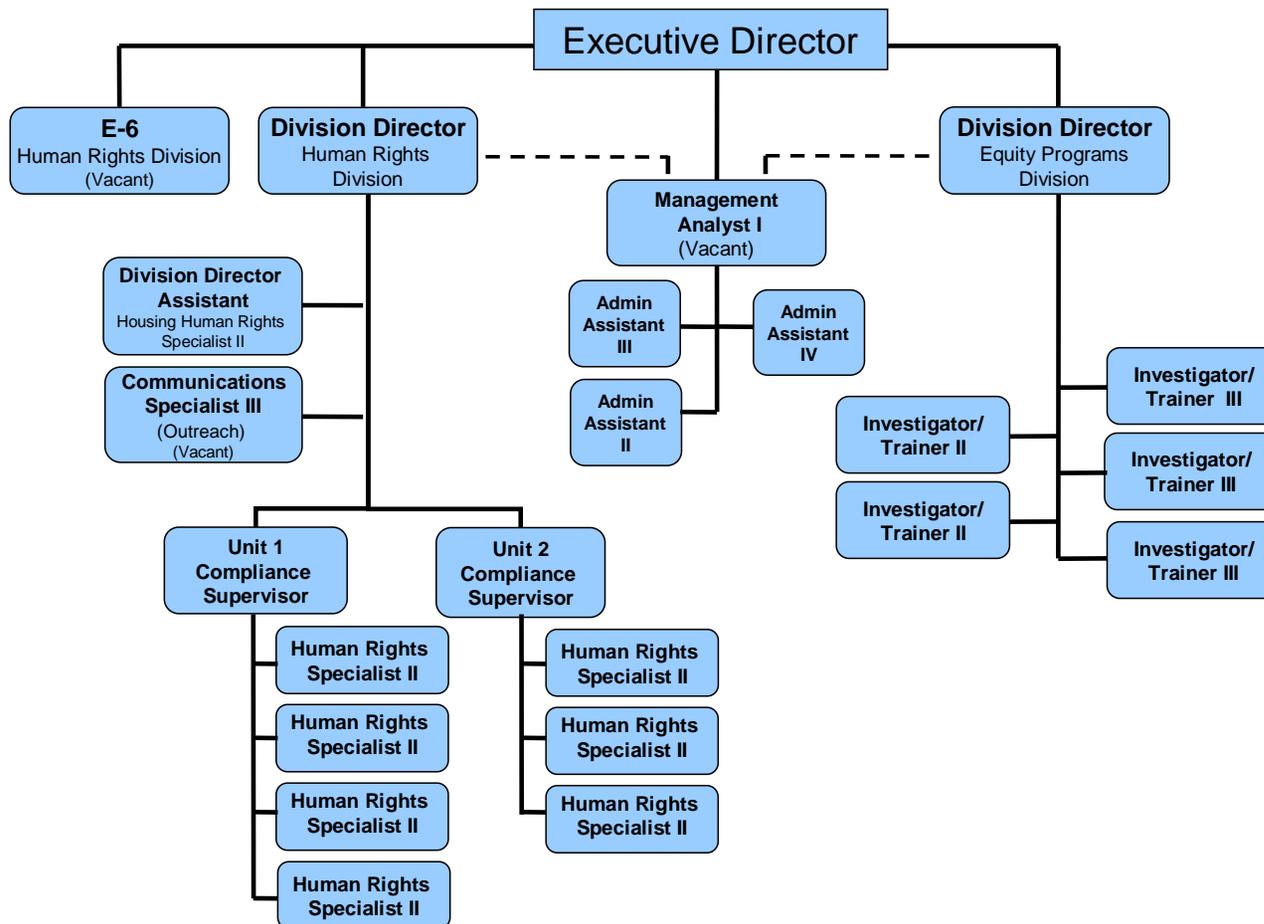
- The BOS adopted and promulgated the County's EEO/AA policy in 1972.
- In 1974 the County's first EEO Coordinator was hired and later the Office of Equity Programs (OEP) was created to ensure compliance with this policy and all mandates prohibiting discrimination in employment and public services.

OHREP Mission



To protect human rights and ensure equal opportunity in Fairfax County.

OHREP – ORGANIZATIONAL CHART



OHREP Program Growth Since FY 2001

New Agency –

Established in the FY 2009 Advertised Budget and merges the Office of Human Rights and the Office of Equity Programs

Growth in Expenditures-

FY 2009: \$1.97 million (combined) - FY 2001: \$1.65 million (combined)

- an increase of \$0.32 million or approximately 2.2% annually

Growth in Positions/Staff Year Equivalency -

FY 2009: 24/24.0 (combined) - FY 2001: 27/27.0 (combined)

- a decrease of 3/3.0

OHREP Program Growth Since FY 2001

Human Rights

Growth Areas

- Investigation of discrimination complaints
- Overall Education and Outreach

Drivers for Growth *

- December 22, 2003, an interim agreement between HUD and the Commission for referral of cases and other services (Capacity Building).
- March 7, 2008, the Commission became a Fair Housing Assistance Program (FHAP)
- Housing cases currently averages 12.5 percent of pending inventory, a 50 percent increase since 2006.
- An added component of education and outreach is required by the agreement with HUD. (20% of overall HUD Grant)

* Fully funded by HUD

Equity Programs

Growth Areas

- Training/Prevention efforts
- FY 2001 Customers Trained – 1,723
- FY 2008 Customers Trained – 2,631
- Increase of 34.5%

Drivers for Growth

- County mandatory training sessions for county workforce
- Agency requested training programs

OHREP NEW PROGRAMS Since FY 2001

Human Rights Division

- The Fairfax County Fair Housing Act is deemed equivalent to the Federal Fair Housing Act. This allows the Commission to investigate cases jurisdictional with HUD and resulted in the Commission becoming a Fair Housing Assistance Program (FHAP). *

Equity Programs Division

- Mandatory Americans with Disabilities Act and sexual harassment training classes for all county employees.

*Fully funded by HUD

OHREP Strategic Focus

Human Rights

- Charged with enforcing the Fairfax County Human Rights Ordinance.
- Receives and investigates complaints filed by any person who believes he/she has been discriminated against in Fairfax County in violation of the Ordinance.
- Provides educational services and outreach to citizens, employers, the housing industry and other businesses in the County concerning compliance with the Ordinance.
- Manages the County's Fair Housing Plan.
- Holds annual Human Rights Awards Banquet to honor citizens, organizations, and businesses that have provided exemplary human rights leadership in the County.

Equity Programs

- Ensure County's compliance with federal, and state laws granting equal access to all County services, programs, and employment opportunities.
- Technical assistance, investigations, training, and responses to federal agencies are examples of the County's compliance efforts.

OHREP List of Programs/Services

Human Rights Division

Enforcing Compliance of the Ordinance

- Receives and investigates complaints filed by any person who believes he/she has been discriminated against in Fairfax County on the basis of race, color, sex, religion, national origin, marital status, age, familial status (applies to housing only), or disability in the areas of employment, housing, public accommodations, private education, or credit.
- Provides mediation services to complainants and respondents that are parties to discrimination complaints.
- The Commissioners meets on a bi-monthly basis to hear appeals and fair housing matters, and holds public hearings when necessary.

Education and Outreach

- Provides educational services to citizens, employers, the housing industry and other businesses in Fairfax County on compliance with the Ordinance.
- Conducts studies and publishes its reports to the Board of Supervisors on the need for legislative changes in the Ordinance and other topics relating to its mission.
- Holds an annual Human Rights Awards Banquet to honor citizens, organizations, and businesses that have provided exemplary human rights leadership in the County.
- Holds public hearings on community concerns relating to its mission and conducts focus group meetings with citizens to hear their concerns about the mission of the HRD.

Partners with the Federal Government

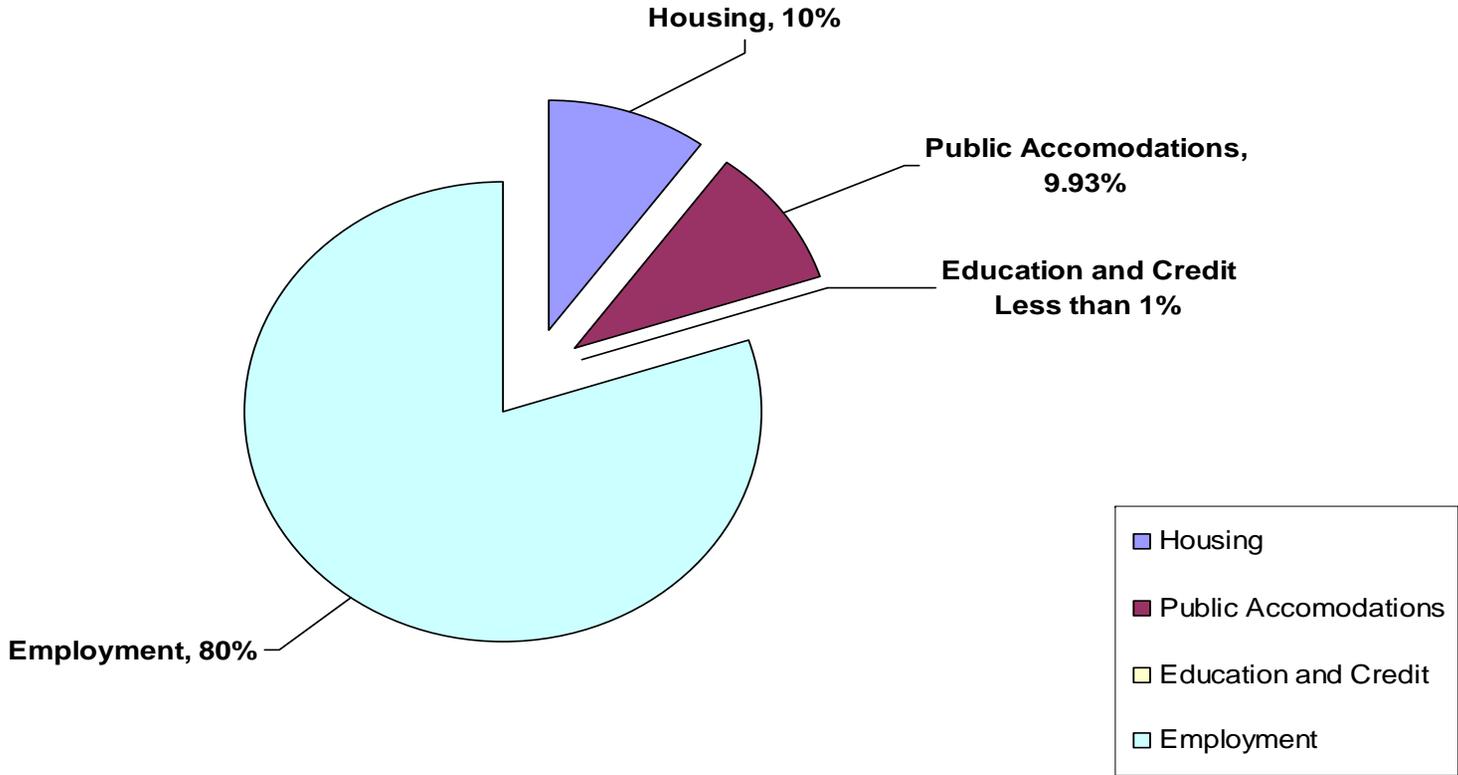
- **EEOC:** The Division is certified as a Fair Employment Practice Agency (FEPA) – is substantially equivalent to the EEOC with regard to the investigation of employment cases. It has a work-sharing agreement with the EEOC that enables it to investigate complaints that are jurisdictional with the EEOC in Fairfax County and the EEOC pays the County for this service.
- **HUD:** The Division is certified as a Fair Housing Assistance Program (FHAP) – is substantially equivalent to HUD with regard to the investigation of fair housing cases. It has a contract with HUD that enables it to investigate housing discrimination complaints that are jurisdictional with HUD in Fairfax County and HUD pays the County for this service.

Managing the County's Fair Housing Plan

- Tests the housing market for discrimination, publishes reports on its results, and files fair housing complaints when necessary.
- Trains rental agents and housing counselors in the County's rental market.
- Studies and reports on the County's fair housing needs.

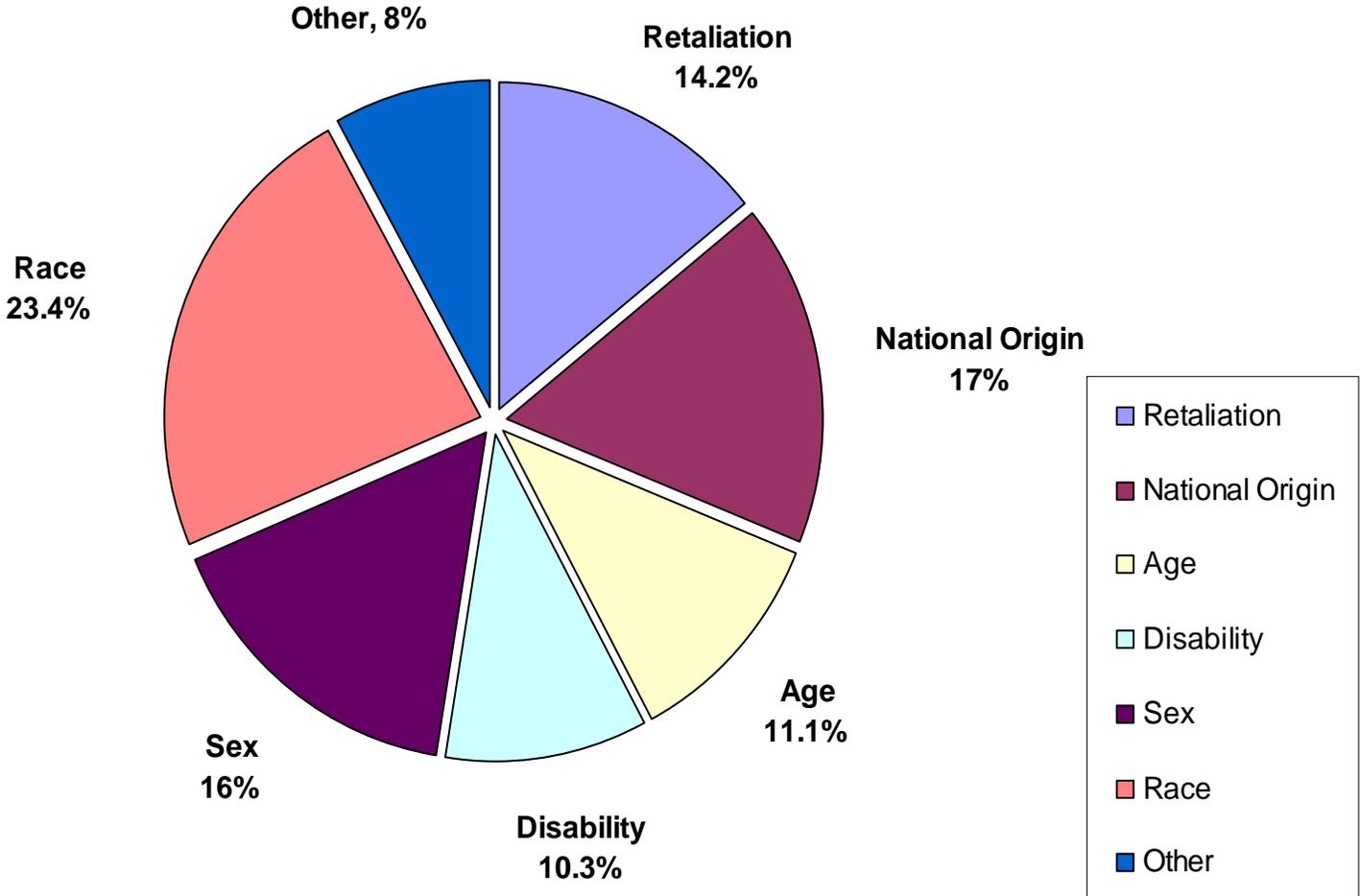
OHREP Cases 2008

Human Rights Division



OHREP Bases 2008

Human Rights Division



OHREP- Equity Programs Division

List of Programs/Services

EEO Compliance

- Conduct discrimination investigations.
- Ensure responses to federal reporting requirements.
- Ensure equity and appropriate language in contract awards & communications.
- Provide counseling, coaching, mediation & direction to employees regarding prohibited discrimination in the workplace & county services.
- Monitor equity in hiring practices.

Training/Prevention

- Assess training needs to address discrimination issues and how to address differences in the workplace.
- Develop & conduct training to ensure compliance of anti-discrimination laws and policies, and to increase awareness of diversity related issues.
- Provide special training to supervisors and HR staff.
- Design & conduct customized training.
- Develop EEO policies and advise senior management about EEO matters.

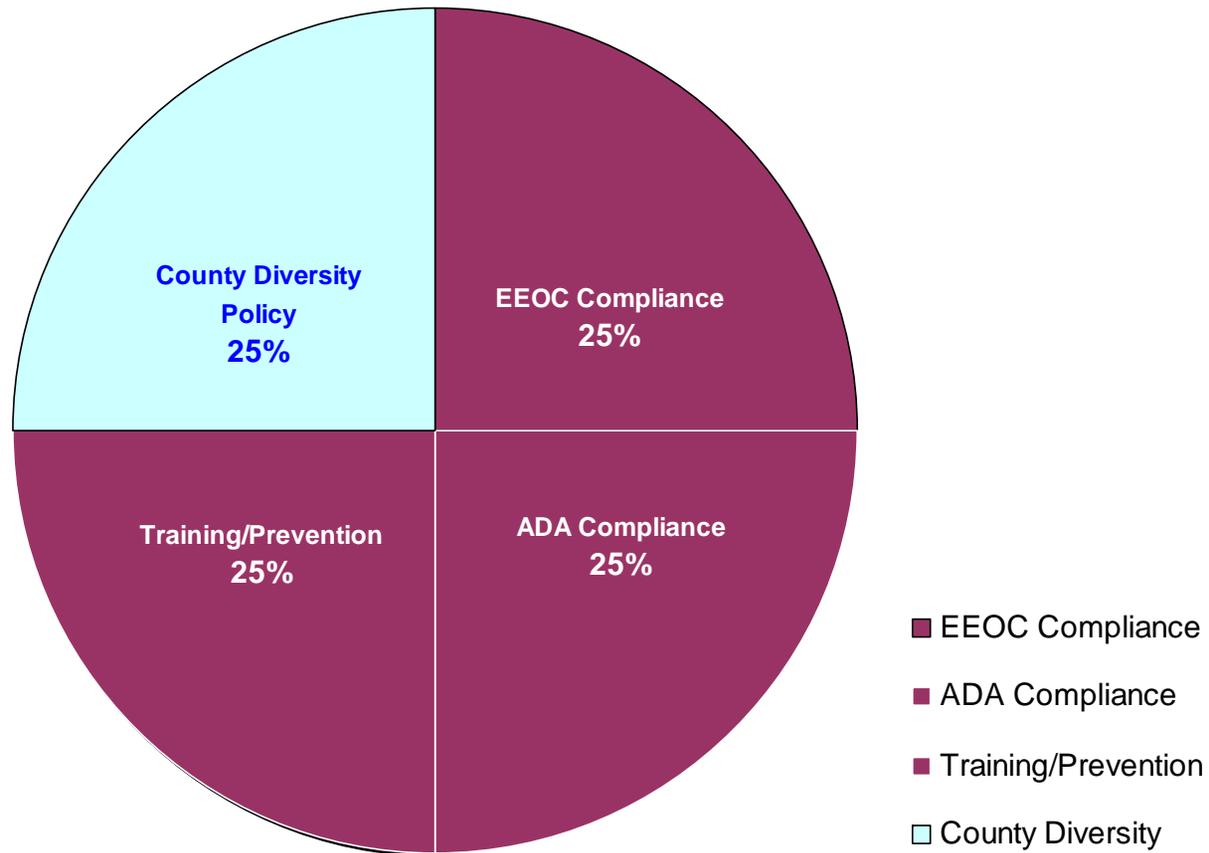
ADA Compliance

- Investigate and address all ADA complaints.
- Provide counseling, coaching, mediation & direction regarding ADA.
- Address facility and services' accessibility issues.
- Actively participate in the acquisition of county contracts for sign language interpreters & assistive listening equipment.

Diversity

- Review and monitor the progress of departmental diversity plans.
- Review workforce reports to ensure a balanced workforce.
- Prepare special workforce reports for County Executive.
- Develop programs to promote communications & enhance understanding of cultural differences.

OHREP- Equity Programs Division Programs/Services



OHREP LOBS Summary Table

FY 2008 Adopted Budget Plan Data

<i>Number</i>	<i>LOB Title</i>	<i>Net LOB Cost</i>	<i>LOB Number of Positions</i>	<i>LOB SYE</i>
39-01	Enforcing Compliance with the County's Human Rights Ordinance	\$1,252,472	16	16.0
39-02	Education and Outreach	\$80,000	1	1.0
TOTAL		\$1,332,472	17	17.0

<i>Number</i>	<i>LOB Title</i>	<i>Net LOB Cost</i>	<i>Number of Positions</i>	<i>LOB SYE</i>
02-03	Equal Opportunity Enforcement	\$680,963	8	8.0

OHREP LOBS Highlights

LOB 39-01: HRD Enforcing Compliance with the County's Human Rights Ordinance

- **What We Do:** The Commission receives and investigates complaints filed by any person who believes they have been discriminated against in Fairfax County in violation of the County's Human Rights Ordinance. Persons file discrimination complaints on the basis of race, color, sex, religion, national origin, marital status, age, familial status, or disability in the areas of employment, housing, public accommodations, public education, or consumer credit. The Commission has work-sharing agreements with EEOC and the HUD. This enables it to investigate complaints that are jurisdictional with EEOC and HUD in Fairfax County.
- In addition to the above, the agency manages the County's Fair Housing Plan and implements its strategies by conducting and reporting on fair housing tests, filing fair housing complaints when necessary, training rental agents and housing counselors in the County's rental market, establishing and staffing the Commission's Fair Housing Task Force, and continuing to study and report on the County's fair housing needs.
- **Who We Serve:** The commission serves the citizens (public and corporate) of Fairfax County.
- **Why We Do It:** Recognizing that illegal discrimination impedes the peaceful co-existence of all people in the County, in July 1974, the BOS adopted the Human Rights Ordinance, establishing the Commission "to institute an affirmative human rights program of positive efforts to eliminate discrimination and provide citizen recourse for discriminatory acts." This LOB is essential to the County's vision to Maintaining Safe and Caring Communities.
- **Benefits and Value of LOB:** Improves the quality of life in the County by reducing discrimination in the county through it's effort to create an environment free of illegal discrimination.

OHREP LOBS Highlights

LOB 39-02: HRD Education and Outreach

- **What We Do:** The Commission provides educational services to citizens, employers, the housing industry and other business in the County on compliance with the Ordinance. In addition the Commission tests the housing market for discrimination and publishes reports on its results. The Commission also conducts studies and publishes its reports to the BOS on the need for legislative changes in the Ordinance and other topics relating to its mission. The Commission's FY 2009 initiative is to create a new education and outreach manager position to lead this program.
- **Who We Serve:** The commission serves the citizens (public and corporate) of Fairfax County.
- **Why We Do It:** In July 1974, the BOS adopted the Human Rights Ordinance, establishing the Commission "to institute an affirmative human rights program of positive efforts to eliminate discrimination and provide citizen recourse for discriminatory acts." As the Commission evolved it became clear that education and outreach is more essential than ever in its positive efforts to eliminate discrimination.
- **Benefits and Value of LOB:** The Commission's education and outreach program aids in the prevention of discrimination and increases the public's awareness of services provided by the Commission. This LOB is essential to the County's vision of Connecting People and Places.

OHREP LOB Highlights

LOB 39-03: EPD Equal Opportunity Enforcement

- **What We Do:** Ensure County compliance with federal, state, and County mandates granting equal access to all County services, programs, and employment opportunities.
- **Who We Serve:** All county employees and citizens receiving and requesting county services.
- **Why We Do It:** To promote the County's policy as an equal opportunity employer and comply with Federal, and state laws including: Civil Rights Act of 1871, Equal Pay Act of 1963, Title VI of Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title I of the Civil Rights Act of 1968, EEO Act of 1972, Sections 503 & 504 of the Rehabilitation Act of 1973, Title I & II of the ADA of 1990, Civil Rights Act of 1991, Virginia Equal Pay Act, and Virginians with Disabilities Act.
- **Benefits and Value of LOB:** Decreases County's potential liabilities for alleged prohibited discrimination. Decrease in potential for conflict, thereby increasing employee productivity. Increase in the County's understanding of the needs of the multicultural workforce and community, thereby promoting the County's vision of Creating a Culture of Engagement.

OHREP Reduction Philosophy



Human Rights

- The Division is charged with enforcing the Ordinance. The BOS adopted the Ordinance to secure and promote the health, safety and general welfare of the residents of the County by ensuring that all persons be afforded equal opportunity to participate in the social, cultural, economic, and other phases of community life free from any discrimination.
- Staff reduction will increase the amount of time to process cases, resulting in an increase in the pending inventory and adversely affecting the delivery of services.
- The inability to hire a person to manage the education and outreach program will increase the duties of existing staff.

Equity Programs

- A total of 76-100% of agency's resources are utilized to ensure County's compliance regarding equal opportunity in employment and public services.
- Staff position reduction will adversely impact the timely delivery of services.
- This reduction will increase the County's potential liability regarding discrimination charges and lawsuits.

OHREP Reduction Priorities

Reduction Summary

Priority Ranking	Reduction Description	Positions	SYE	Net Reduction
1	Eliminate Executive/Leadership Position	E-06	1.0	\$120,219
2	Eliminate Administrative Support	Admin. Asst. III	1.0	\$43,122
3	Eliminate Professional Staff	Comm. Spec. III	1.0	\$78,401
4	Eliminate Professional Staff	Invest./Trainer II	1.0	\$61,055
5	Reduce Operating Expenditures			\$4,814

TOTAL REDUCTION

4.0

\$307,611

OHREP LOBS Reduction Impact

Reduction 1: Eliminate Executive/Leadership Position

LOB #39-01: Enforcing Compliance with Human Rights Ordinance

- The Net Reduction is \$120,219 and the Position Reduction is 1/1.0 SYEs.
- Achieved by eliminating the E-06 position.

Impact of Reduction-

- Inability to reclassify position to address the customer service needs.

OHREP LOBS Reduction Impact

Reduction 2: Eliminate Administrative Support Position

LOB #39-01: Enforcing Compliance with the Human Rights Ordinance

- The Net Reduction is \$43,122 and the Position Reduction is 1/1.0 SYE.
- Achieved by eliminating the Administrative Assistant III position.

Impact of Reduction-

- Adversely affect the delivery of services provided.
- Increase in the number of days to process cases, caseloads, and case backlog.

OHREP LOBS Reduction Impact

Reduction 3: Eliminate Professional Staff

LOB #39-02: Education and Outreach

- The Net Reduction is \$78,401 and the Position Reduction is 1/1.0 SYEs.
- Achieved by eliminating the Communications Specialist III position.

Impact of Reduction-

- Will require existing staff to assume additional duties, potentially impacting overall service delivery and the advancement of the public's awareness of the County's services through education and outreach.

OHREP LOBS Reduction Impact

Reduction 4: Eliminate Professional Staff

LOB #39-03: Equal Opportunity Enforcement

- The Net Reduction is \$61,055 and Position Reduction is 1/1.0 SYEs.
- Achieved by eliminating the Investigator/Trainer II position.

Impact of Reduction-

- Will require existing staff to assume additional duties, potentially impacting overall service delivery.
- Potential increase in the County's legal liabilities regarding EEO matters.

Questions and Answers

