

# 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.

**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 enjoying federal protections as well. 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 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 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.

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 will identify, develop, and maintain an organizational structure that implements objectives and priorities, will adopt systems and procedures that maximize efficient use of resources, and will maintain effective information technology solutions to enhance service delivery.

The Human Rights Division's success in service delivery is driven by several key factors. The demand for services from the public is 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 over \$222,000 were realized for Fairfax County residents in FY 2021.

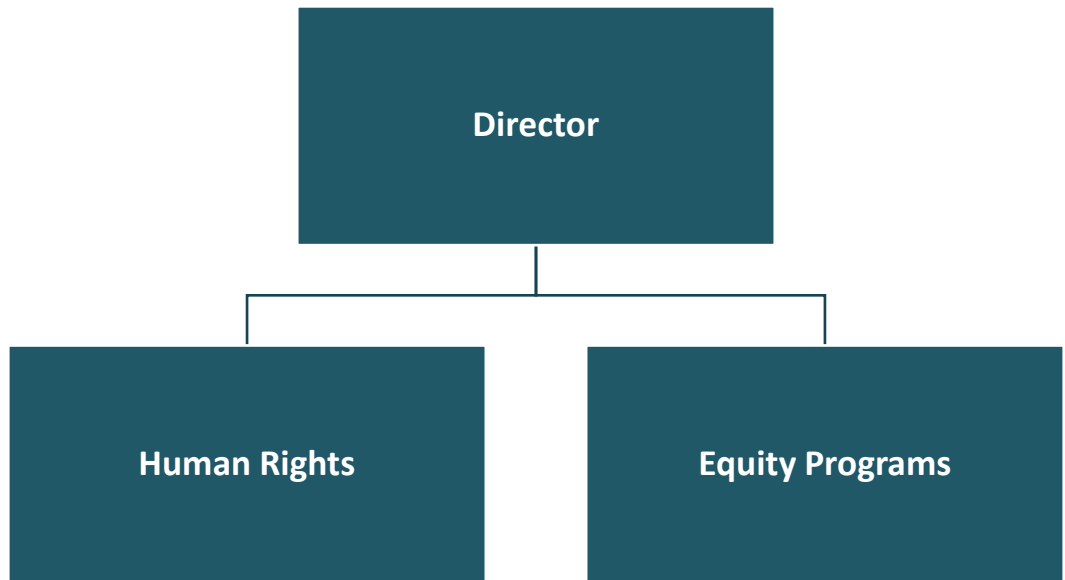
# Office of Human Rights and Equity Programs

## 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 2021, a total of 26,597 training sessions were conducted via online and in person training. The Office of Human Rights and Equity Programs conducted a total of 35 combined outreach events to residents, employees, and the community during FY 2021.

## Organizational Chart



## Budget and Staff Resources

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$1,355,368	\$1,757,335	\$1,742,335	\$1,854,934	\$1,854,934
Operating Expenses	110,930	119,995	183,004	119,995	119,995
<b>Total Expenditures</b>	<b>\$1,466,298</b>	<b>\$1,877,330</b>	<b>\$1,925,339</b>	<b>\$1,974,929</b>	<b>\$1,974,929</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	18 / 18	18 / 18	18 / 18	18 / 18	18 / 18

This department has 2/1.6 FTE Grant Positions in Fund 50000, Federal-State Grant Fund.

# Office of Human Rights and Equity Programs

## FY 2023 Funding Adjustments

*The following funding adjustments from the FY 2022 Adopted Budget Plan are necessary to support the FY 2023 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 10, 2022.*

**Employee Compensation \$97,599**

An increase of \$97,599 in Personnel Services includes \$70,469 for a 4.01 percent market rate adjustment (MRA) for all employees and \$27,130 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2022.

## Changes to FY 2022 Adopted Budget Plan

*The following funding adjustments reflect all approved changes in the FY 2022 Revised Budget Plan since passage of the FY 2022 Adopted Budget Plan. Included are all adjustments made as part of the FY 2021 Carryover Review, FY 2022 Mid-Year Review, FY 2022 Third Quarter Review, and all other approved changes through April 30, 2022.*

**Carryover Adjustments \$48,009**

As part of the FY 2021 Carryover Review, the Board of Supervisors approved funding of \$48,009, including \$15,000 Personnel Services for a one-time compensation adjustment of \$1,000 for merit employees and \$500 for non-merit employees paid in November 2021. The remaining amount of \$33,009 is due to encumbered funding in Operating Expenses attributable to contract expenses and computer services.

## 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 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$1,260,204	\$1,379,170	\$1,424,179	\$1,449,983	\$1,449,983
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	15 / 15	15 / 15	15 / 15	15 / 15	15 / 15

## 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 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
<b>EXPENDITURES</b>					
Total Expenditures	\$206,094	\$498,160	\$501,160	\$524,946	\$524,946
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	3 / 3	3 / 3	3 / 3	3 / 3	3 / 3

## Position Detail

The FY 2023 Adopted Budget Plan includes the following positions:

<b>HUMAN RIGHTS - 15 Positions</b>					
1	Director, HR/Equity Programs		8	Human Rights Specialists II	
1	Director, Human Rights Program		1	Management Analyst II	
3	Human Rights Specialists III		1	Administrative Assistant III	
<b>EQUITY PROGRAMS - 3 Positions</b>					
1	Human Rights Specialist III		1	Administrative Assistant IV	
1	Human Rights Specialist II				

## Performance Measurement Results

In FY 2021, the Office of Human Rights and Equity Programs experienced a 10.95 percent increase in the number of cases over 270 days old from FY 2020 due to an increase in housing cases filed and investigated with the U.S. Department of Housing and Urban Development. OHREP secured approximately \$222,000 in settlement dollars in FY 2021.

The Equity Programs Division 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 trainings to provide information regarding equal opportunity to County employees.

The total number of completed trainings decreased nearly 28.19 percent from 37,043 in FY 2020 to 26,597 in FY 2021. The agency will continue to provide necessary education and training with a goal of 10,000 trainings in FY 2022. The OHREP, in cooperation with the Office of the County Attorney and the Department of Justice, updated all the County’s existing anti-discrimination policies and procedures and implemented the County’s new facilities access policy. All OHREP mandatory training course content will be updated in FY 2022.

Total cases investigated by the Equity Programs Division increased by nearly 12 percent from 60 percent in FY 2020 to 67 percent in FY 2021. The OHREP will next review Diversity Plans in FY 2022.

# Office of Human Rights and Equity Programs

Indicator	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Estimate	FY 2023 Estimate
<b>Human Rights</b>						
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-2023-adopted-performance-measures-pm>