

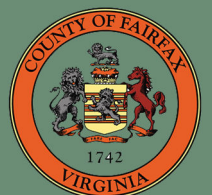
FAIRFAX COUNTY OFFICE OF HUMAN RIGHTS & EQUITY PROGRAMS



FEDERAL FISCAL YEAR 2025

ANNUAL REPORT

October 1, 2024 – September 30, 2025



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BOARD OF SUPERVISORS

FAIRFAX COUNTY BOARD OF SUPERVISORS

Until Dec. 31, 2027

CHAIRMAN



Jeffrey C. McKay, Elected At-Large

Fairfax County Government Center
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Fairfax, VA 22035-0079
Phone: 703-324-2321
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Email: chairman@fairfaxcounty.gov

VICE CHAIRMAN



Kathy L. Smith, Sully District

Sully Governmental Center
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Daniel G. Storck, Mount Vernon District

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Rodney L. Lusk, Franconia District

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Email: franconia@fairfaxcounty.gov



Dalia A. Palchik, Providence District

Providence District Office
3001 Vaden Drive, Fairfax, VA 22031
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Email: provdist@fairfaxcounty.gov



Walter L. Alcorn, Hunter Mill District

North County Governmental Center
1801 Cameron Glen Drive, Reston, VA 20190
Phone: 703-478-0283
www.fairfaxcounty.gov/huntermill
Email: huntermill@fairfaxcounty.gov



Pat Herrity, Springfield District

Springfield Governmental Center
6140 Rolling Road, Springfield, VA 22152-1579
Phone: 703-451-8873
www.fairfaxcounty.gov/springfield
Email: springfield@fairfaxcounty.gov



HUMAN RIGHTS COMMISSION

The Human Rights Commission, created by the Fairfax County Board of Supervisors, consists of 12 county residents. Each member serves a three-year term. Annually, the Commissioners select a Chairperson, a Vice-Chairperson, and a Secretary as officers of the Commission.

The Commission not only receives and investigates complaints alleging a violation of the Human Rights Ordinance, but also cooperates and interacts with employers, the housing industry, and other businesses in the County to make sure that everyone understands their duty to ensure equal opportunity and equal access. The Commission consists of the following members:

Gloria J. Crawford, Chair

Shahid S. Malik, Vice Chair

Adnan Bokhari

Julia T. Boone

Ayah Elwannas

Bryan W. Hudson

Natalia Lopez

Harry R. Salinas

Josh Shumaker

Denver Supinger

Michael L. Simms, Director

STATEMENT OF PURPOSE

In July 1974, the Fairfax County Board of Supervisors adopted the Human Rights Ordinance, which establishes the Human Rights Commission “to institute an affirmative human rights program of positive efforts to eliminate discrimination and provide citizen recourse for discriminatory acts.” The Ordinance and Fair Housing Act were amended by the Board of Supervisors in October 2003, November 2010, July 1, 2020, and July 1, 2021.

The Office of Human Rights and Equity Programs enforces the Fairfax County Human Rights Ordinance and the Fairfax County Fair Housing Act, as well as managing the County’s Equal Employment Enforcement (EEO) program. This includes receiving and investigating each complaint filed by a person who believes that he/she has been discriminated against in Fairfax County by a private business, organization, or private educational institution in violation of the County’s Human Rights Ordinance or a housing provider in violation of the County’s Fair Housing Act, ensuring the County’s compliance with all federal, state, and county mandates granting equal access to all County services, programs, and employment opportunities, and administering the County’s Fair Housing Program.

EXECUTIVE SUMMARY

Workload and Staffing

The Office of Human Rights and Equity Programs (OHREP) currently has 20 full time staff positions, three of which are fully funded by federal monies generated by complaint resolutions and the work-sharing agreements with both the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD).

Professional Development

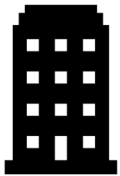
OHREP continues to make significant strides in both its Outreach and Career Development efforts. During FY 2025, members of OHREP attended required professional training within its budget. Professional development is essential to provide quality services to our customers. Staff attended substantive training in the following areas:

- International Development and Planning, L.L.C. (INTLDP) Advanced Fair Housing Case Development
- Legal Services of Northern Virginia (LSNV) Housing Law, Reasonable Accommodations and Requesting and Reviewing Ledgers
- National Fair Housing Alliance (NFHA) Introducing a Relational Framework for Less Discriminatory Alternatives
- NFHA Housing Equity and Economic Growth: How Open Source AI is Powering the Future
- Fair Housing FIRST Reasonable Accommodations and Reasonable Modifications
- University of Illinois-Chicago Annual Fair Housing Conference
- HUD Office of Policy Development and Research Quarterly Update: Housing and Family Formation
- Fair Housing FIRST: Fair Housing Act: Common Violations and Solutions (Accessibility)
- 20 Hour Basic Mediation Training
- EEOC ARC Training
- EEO 101: A Practical Guide for Employers
- EEOC and the US DOL present webinar, "FMLA v. ADA"
- EEOC Legal Updates Regarding Retaliation and Best Practices

In addition, staff continued to participate in individual career training.

Office of Human Rights & Equity Programs (OHREP)

The mission of the Fairfax County Office of Human Rights and Equity Programs is to promote justice, equal opportunity, diversity, and inclusiveness by protecting the civil rights of all in Fairfax County. Staff members at the agency accept and investigate complaints of discrimination, provide technical expertise, education and outreach services, and work to ensure compliance with all federal, state, and local laws, as well as endeavor to prohibit acts of discrimination.



EQUITY PROGRAMS DIVISION (EPD)

In 1972, the Fairfax County Board of Supervisors adopted the County's Equal Employment Opportunity/Affirmative Action (EEO/AA) policy and in 1974 hired its first EEO coordinator to investigate issues regarding county employees. In 1991, the Office of Equity Programs (OEP) was created to ensure the County's compliance with this policy and all mandates prohibiting discrimination in employment and public services for county employees and others receiving services from Fairfax County Government.

Investigations



County policies and procedures offer broader protections than federal, state, and local anti-discrimination laws, prohibiting discrimination against or harassment of any employee/applicant for County employment, County clients or customers, and County volunteers and visitors, based upon race, sex (including gender-based conduct, pregnancy, sexual orientation, gender identity, and conduct of a sexual nature), color, national origin, creed, age, religion, disability, political or union affiliation, veteran's status, disabled military status, genetic information, and marital status. The use of EPD's complaint procedures does not preclude an employee's or applicant's right to file a complaint with external enforcement agencies, including the U.S. Equal Employment Opportunity Commission (EEOC).

Technical Assistance/Education – Outreach

A major component of the work of EPD is to provide technical assistance as well as education and outreach services to County employees and others interacting with County employees or individuals receiving services. EPD staff members regularly assess the training needs of County employees to address discrimination issues, develop training materials, and conduct training sessions to ensure compliance with anti-discrimination laws, policies, and increase awareness about diversity-related issues. Special training for supervisors, HR staff, and customized training for specific EEO employment needs are also provided. Prevention includes the development of EEO policies, advising senior management about EEO and ADA issues, as well as providing responses to federal reporting requirements and the inclusion of appropriate

language in contract awards and communications. To ensure a balanced workforce, EPD staff members also assess and monitor departmental diversity plans, related reports, and statistics.

Education

Through Employee-U, OHREP's training courses are now delivered on demand, when and where they are needed, both on-site and off-site. In 2024, employees completed 28,414 OHREP trainings and in 2025, employees completed 46,757 OHREP trainings. Today, more employees are knowledgeable about how to recognize and confront discrimination, as well as what steps to take if someone believes they are being discriminated against.

HUMAN RIGHTS DIVISION (HRD)

Presentations

As part of its outreach and education initiatives, OHREP conducts presentations designed to educate residents; vulnerable populations; housing providers; representatives from the private, non-profit, and public sectors working in the housing field; and others in the community about fair housing laws and related issues. Information about the role of the agency in fair housing enforcement, educational services, and outreach activities available is also provided. Throughout FY2025,¹ OHREP conducted 14 presentations.

Resource Fairs

In FY2025, the agency continued to increase awareness about the services it provides. During this period, staff members participated in five resource fairs and festivals held in-person throughout the County. Agency staff members managed booths, interacted with attendees, distributed brochures and other informational materials, and answered questions.



Brochures/Publications

The agency continued to distribute various fair housing brochures and related publications at fair housing presentations, resource fairs, receptions, and other venues. In addition, the agency regularly provides materials to various other County agencies and organizations for display and distribution. Fair housing materials are also available for download on the agency's website, and in hardcopy upon request.

¹ Education and Outreach data is presented based on the U.S. Department of Housing and Urban Development's Case processing year which runs from July 1, 2024 - June 30, 2025. Housing case data will also reflect this time period.

Annual Fair Housing Month Forum



During Fair Housing month, OHREP hosted a summit for the northern Virginia area, “NOVA Resilience: Together There is Unity in Strength.” The OHREP’s Annual Fair Housing Month Event was made public on Channel 16, as well as video on demand and YouTube. The summit included presentations on housing rights, housing programs and enforcement of housing-related laws. A panel of mortgage counseling specialists provided information on mortgage deferment options, and discussed resources for foreclosure prevention. Over 150 people were in attendance.

Media

OHREP’s website continues to feature a variety of fair housing videos, brochures, and other publications. Its latest videos include: “Fair Housing and Criminal Record Screening” which presents this information on the intersection of fair housing rights and criminal record screening in rental applications; as well as “Lending and Appraisal Bias” which presents information on lending and appraisal bias and associated fair housing rights. Both videos were produced in collaboration with the Equal Rights Center and are posted on the OHREP’s website and YouTube with corresponding one-page fact sheets.

During Fair Housing month, OHREP hosted a summit for the northern Virginia area, “NOVA Resilience: Together There is Unity in Strength.” The OHREP’s Annual Fair Housing Month Event was made public on Channel 16, as well as video on demand and YouTube. The summit included presentations on housing rights, housing programs and enforcement of housing-related laws. A panel of mortgage counseling specialists provided information on mortgage deferment options, and discussed resources for foreclosure prevention. Over 150 people were in attendance.

IF YOU'VE EXPERIENCED HOUSING DISCRIMINATION DUE TO DOMESTIC VIOLENCE

You can request that your landlord:

- Change the locks for your home
- Remove a partner from your lease
- Terminate your lease early without penalty

"Knowing my fair housing rights helped me start my next chapter."

Contact the Fairfax County Office of Human Rights and Equity Programs for support:
703-324-2953 (TTY: 711)
fairfaxcounty.gov/humanrights/

SCAN NOW

Fairfax County is committed to nondiscrimination on the basis of disability in all county programs, services and activities. Reasonable accommodations will be provided upon request. For information, call OHREP at 703-324-2953 or TTY 711. This information is provided for informational purposes only and does not constitute an offer of any program or service. The content and design of this page are subject to change without notice. © 2023 Fairfax County, VA. All rights reserved.

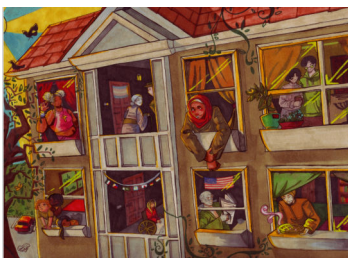
The OHREP also engaged in a comprehensive bus advertising campaign in Fairfax County to raise awareness of the fair housing rights of survivors of domestic violence. The OHREP's domestic violence bus advertisements were advertised in 28 bus shelters, eight in Spanish, as well as the interior of 100 WMATA busses.

Student Human Rights Commission

The Fairfax County Office of Human Rights & Equity Programs, in partnership with Fairfax County Public Schools, continues to host a Fairfax County Student Human Rights Commission (SHRC). The Student Commission develops programs in support of its purpose of promoting dialogues on diversity, fostering a greater understanding and appreciation of differences, creating exposure to human and civil rights laws, such as the Fairfax County Human Rights Ordinance and the Fairfax County Fair Housing Act, and encouraging leadership and active participation in government.



SHRC members hosted their Fifteenth Annual Fair Housing Art contest in honor of Fair Housing Month in April. The 2025 contest theme was “Opening Doors to Diverse Community Identity.”



First Place Winner Jessica Metzger

Contestants were invited to submit an art entry reflecting the theme. The first place winner was Jessica Metzger of Chantilly High School and the second place winner was Alexia Vasiliev of Lake Braddock Secondary School. Each student received a monetary prize co-sponsored by the Northern Virginia Association of Realtors (NVAR).



Second Place Winner
Alexia Vasiliev

STATISTICS – HUMAN RIGHTS DIVISION

Introduction

This is a report of matters generated under provisions of Chapter 11, Code of Fairfax County, Virginia (i.e., the Human Rights Ordinance and the Fair Housing Act) focusing on the activities of the staff under the administration of the Director, as well as the Human Rights Commission. While this report concentrates principally on FY 2025, we have included data from FY 2024 to reflect the behaviors and trends of the relevant activities.

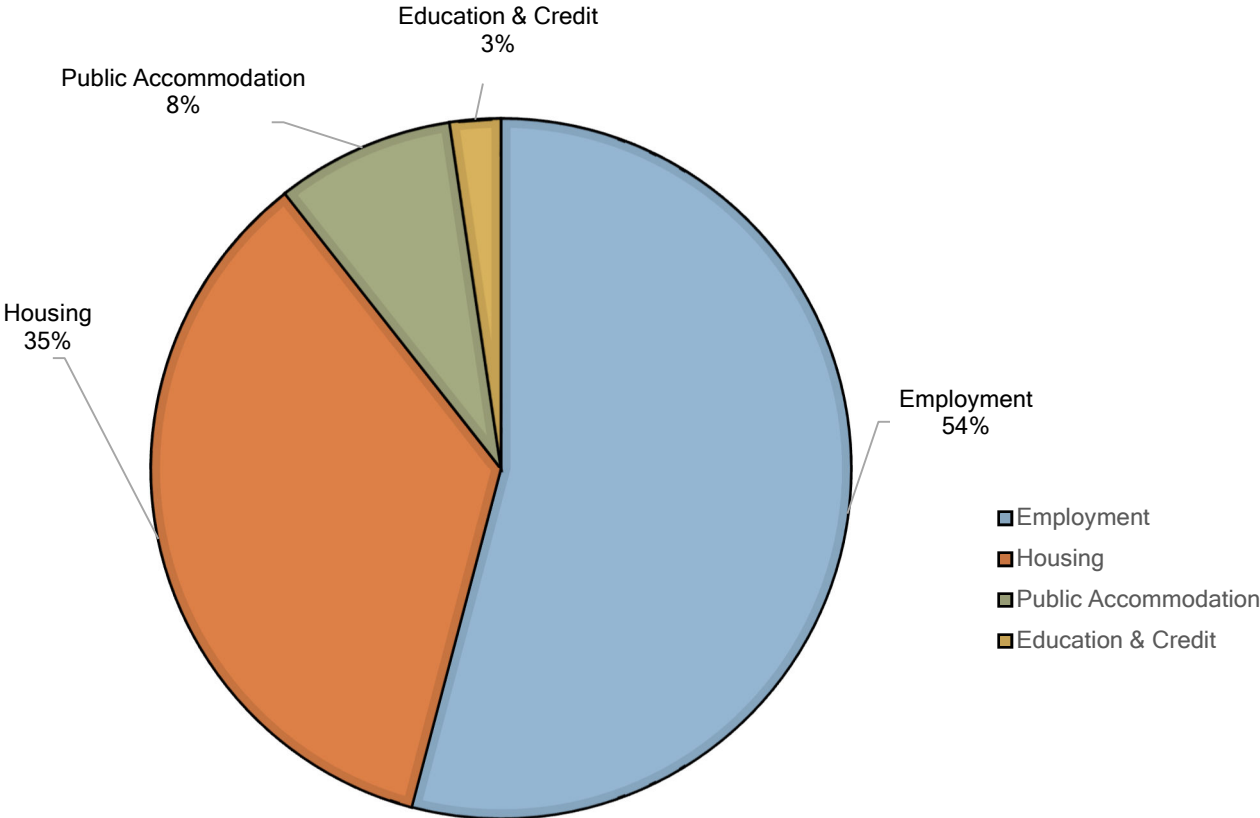
Case load adjudication is the primary focus of the Human Rights Division (HRD) and it is useful to explain the difference between “cases” and “issues.” The term “case” refers to all activities generated by a complaint filed with OHREP. Each case may contain several issues of discrimination, and each issue must be investigated, analyzed, and individually determined. A total of 178 cases were pending at the end of FY 2025. OHREP continued to emphasize the reduction of older cases.

The following figures depict the activities of the agency with regard to the cases received and resolved by the staff over the last year.

Charts and Figures

Figure 1A

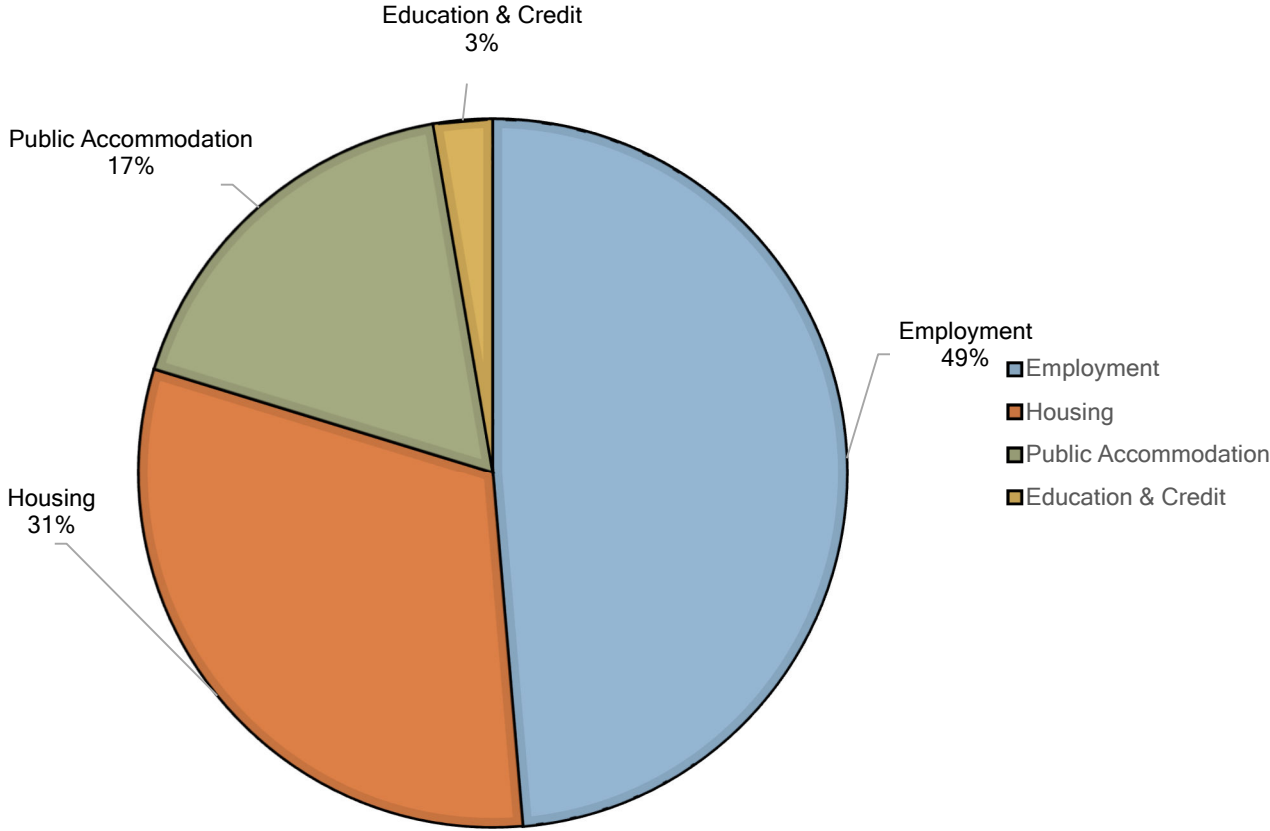
HUMAN RIGHTS CATEGORIES OF CASES FILED



CATEGORY	2025
Employment	46
Housing	30
Public Accommodation	7
Education & Credit	2
TOTAL	85

Figure 1A depicts a breakdown of the major categories of cases received during FY 2025. As can be seen, employment continues to be the leading category in which individuals file allegations of discrimination.

Figure 1B

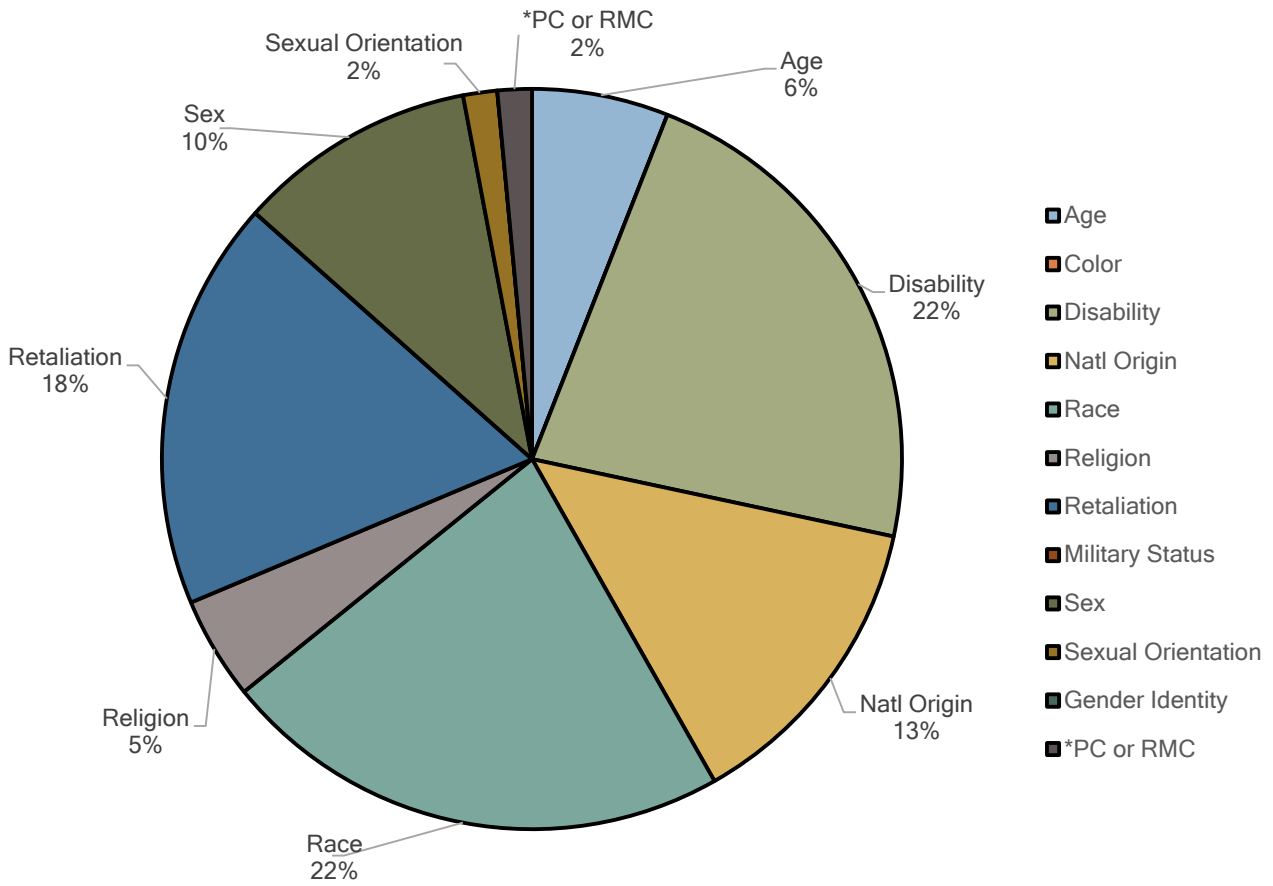


CATEGORY	2024
Employment	36
Housing	23
Public Accommodation	13
Education & Credit	2
TOTAL	74

Figure 1B depicts a breakdown of the major categories of cases received during FY 2024.

Figure 2A

HUMAN RIGHTS BASES OF NON-HOUSING DISCRIMINATION CASES

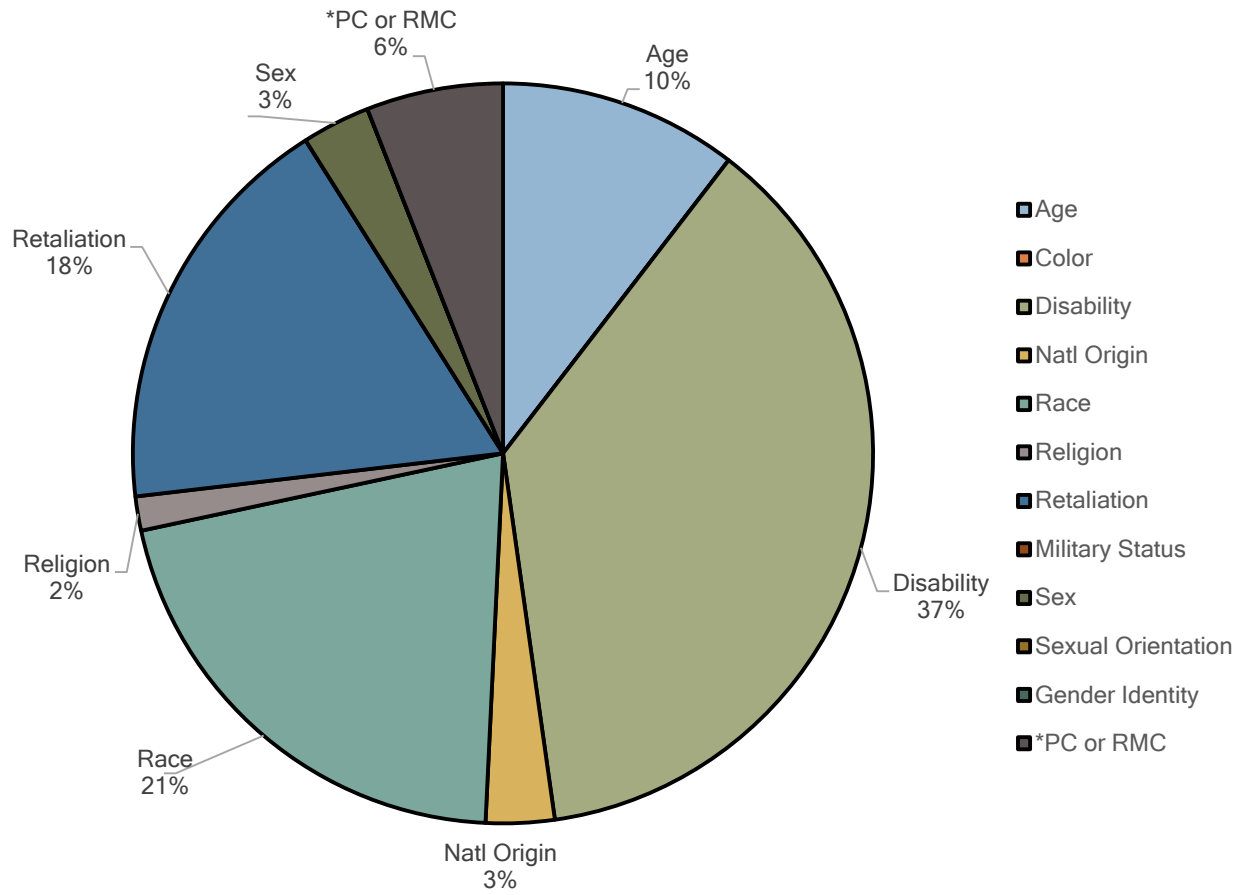


BASES	2025
Age	4
Color	0
Disability	15
Natl Origin	9
Race	15
Religion	3
Retaliation	12
Military Status	0
Sex	7
Sexual Orientation	1
Gender Identity	0
*PC or RMC	1
TOTAL	67

Figure 2A depicts a breakdown of the protected class categories of non-housing cases received during FY2025.

*Pregnancy, childbirth or related medical conditions

Figure 2B

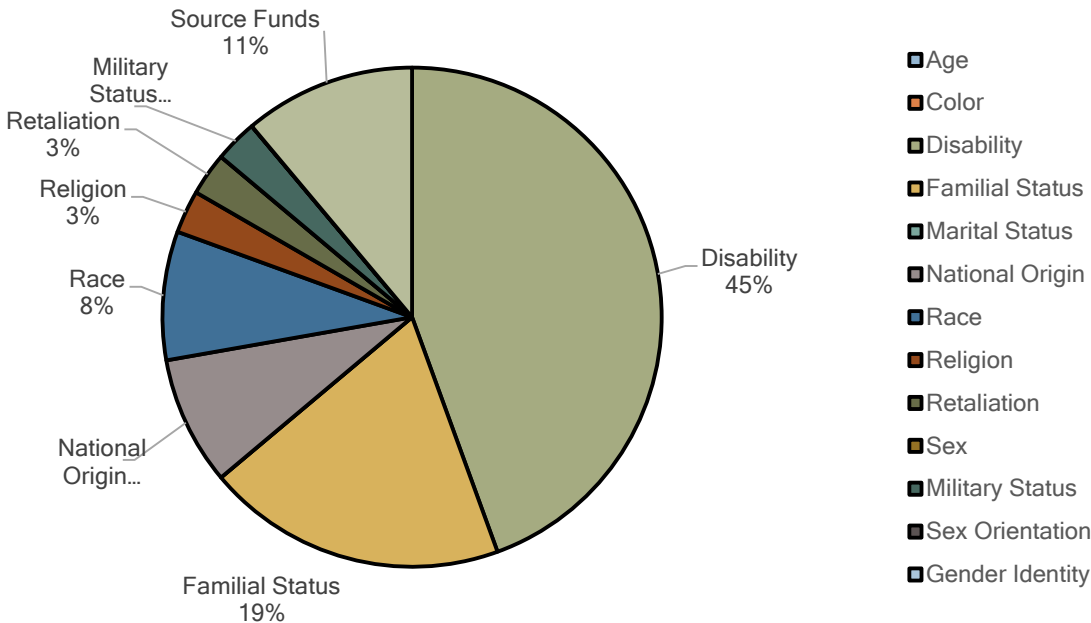


BASES	2024
Age	7
Color	0
Disability	25
Natl Origin	2
Race	14
Religion	1
Retaliation	12
Military Status	0
Sex	2
Sexual Orientation	0
Gender Identity	0
PC or RMC	4
TOTAL	67

Figure 2B depicts a breakdown of the protected class categories of non-housing cases received during FY 2024.

Figure 3A

HUMAN RIGHTS BASES OF HOUSING DISCRIMINATION CASES

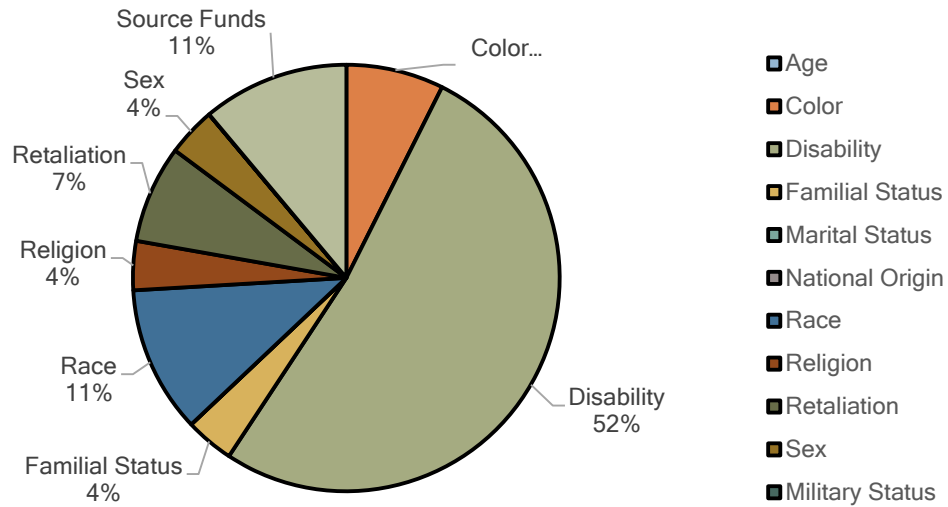


2025	
Bases	Cases Opened
Age	0
Color	0
Disability	16
Familial Status	7
Marital Status	0
National Origin	3
Race	3
Religion	1
Retaliation	1
Sex	0
Military Status	1
Sex Orientation	0
Gender Identity	0
PC or RMC	0
Source of Funds	4
TOTAL	36

Figure 3A depicts a breakdown of the protected class categories of housing cases received during FY 2025².

² The fiscal year for Fair Housing runs July 1, 2024 - June 30, 2025.

Figure 3B



2024	
Bases	Cases Opened
Age	0
Color	2
Disability	14
Familial Status	1
Marital Status	0
National Origin	0
Race	3
Religion	1
Retaliation	2
Sex	1
Military Status	0
Sex Orientation	0
Gender Identity	0
PC or RMC	0
Source Funds	3
TOTAL	27

Figure 3B depicts a breakdown of the protected class categories of housing cases received during FY 2024.

Figure 4

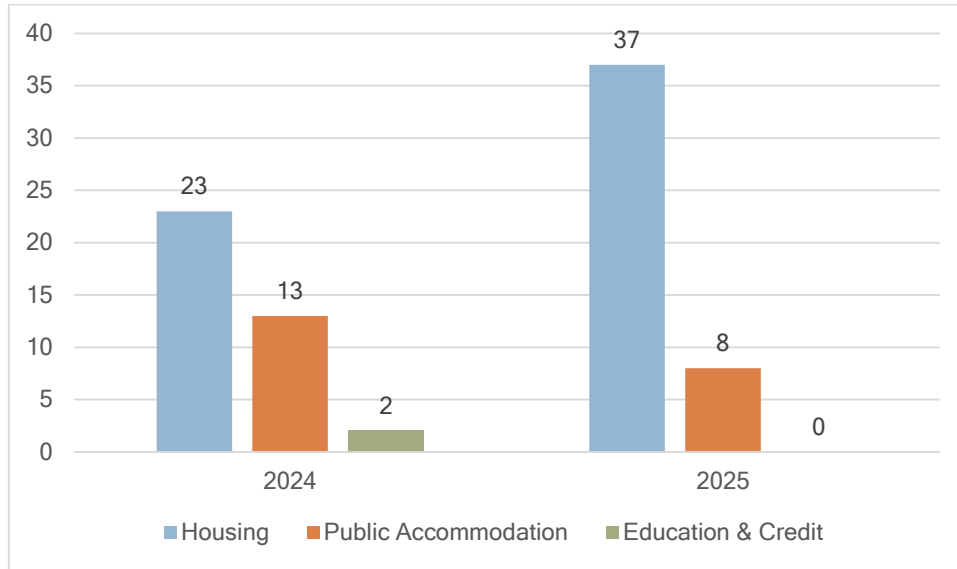
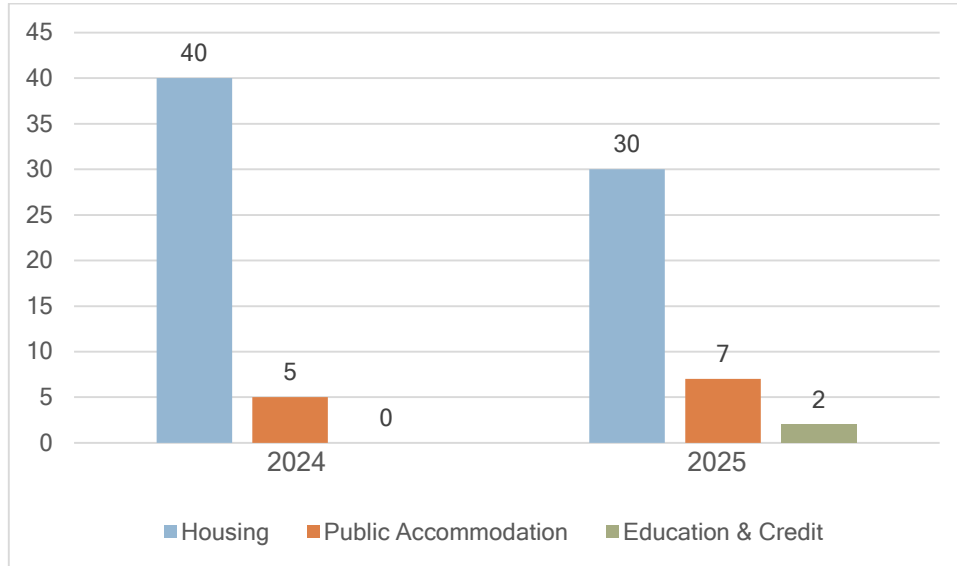
HOUSING, PUBLIC ACCOMODATION, EDUCATION & CREDIT CASES RECEIVED

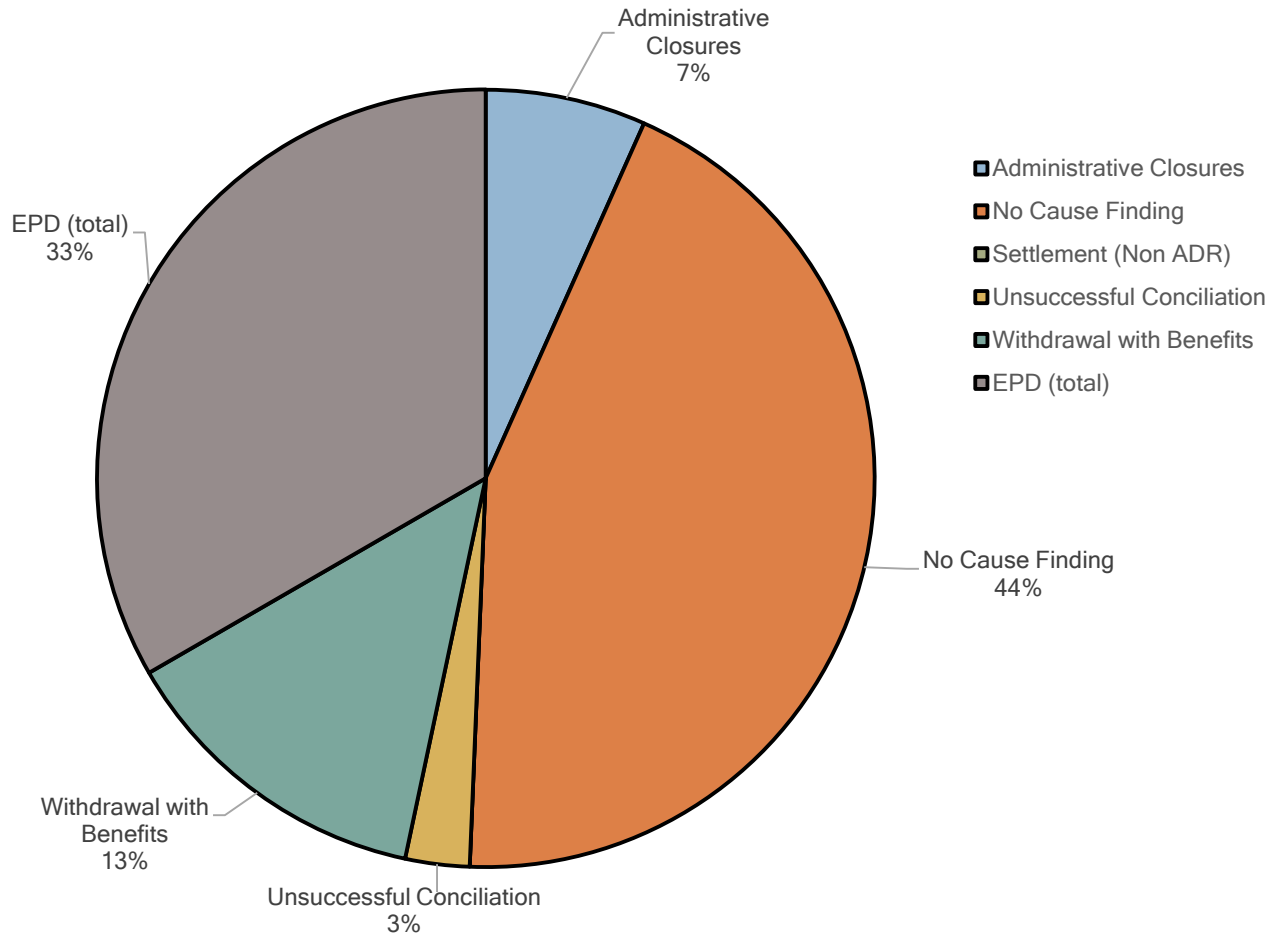
Figure 5

HOUSING, PUBLIC ACCOMMODATION, EDUCATION & CREDIT CASES RESOLVED

Figures 4 and 5 compare the number of Housing, Public Accommodations, Credit, Education and Employment cases received and the number of cases resolved by the office between FY2024 and FY2025.

Figure 6

EMPLOYMENT CASES RESOLVED



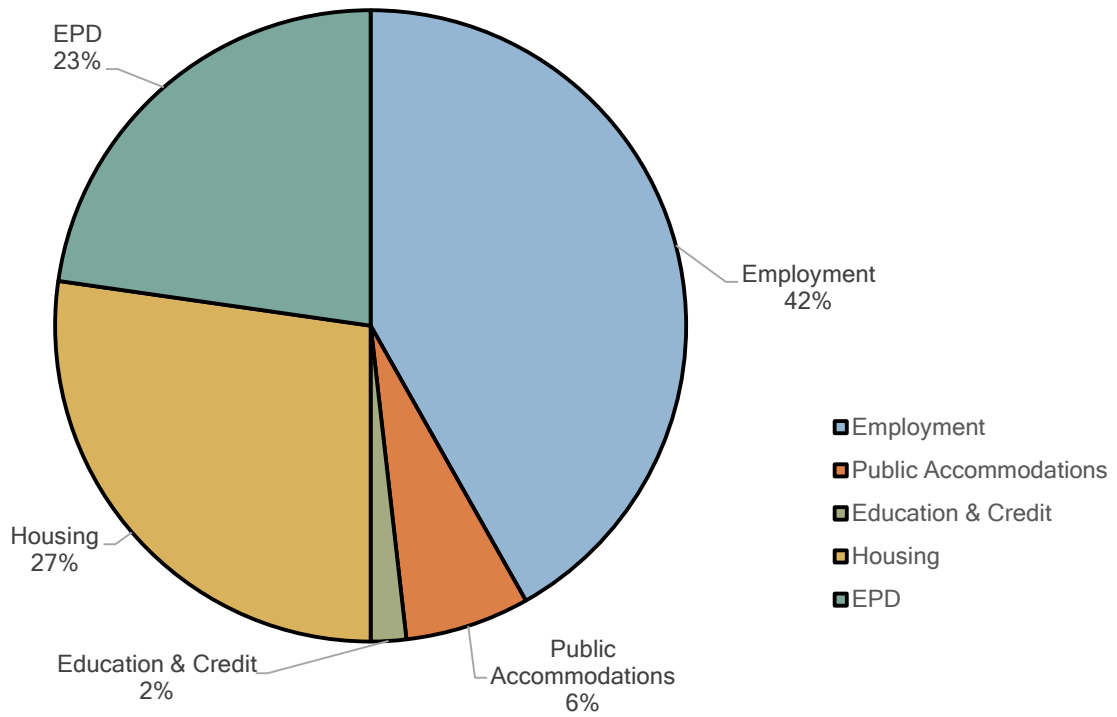
CLOSURE TYPE	FY2025
Administrative Closures	5
No Cause Finding	33
Settlement (Non ADR)	0
Unsuccessful Conciliation	2
Withdrawal with Benefits	10
EPD (total)	25
TOTAL	85

The numbers shown in **Figure 6** reflect the employment cases that were fully investigated, mediated, conciliated, or administratively closed for FY 2025.

*The total includes countywide employment cases and Equity Programs employment cases.

Figure 7A

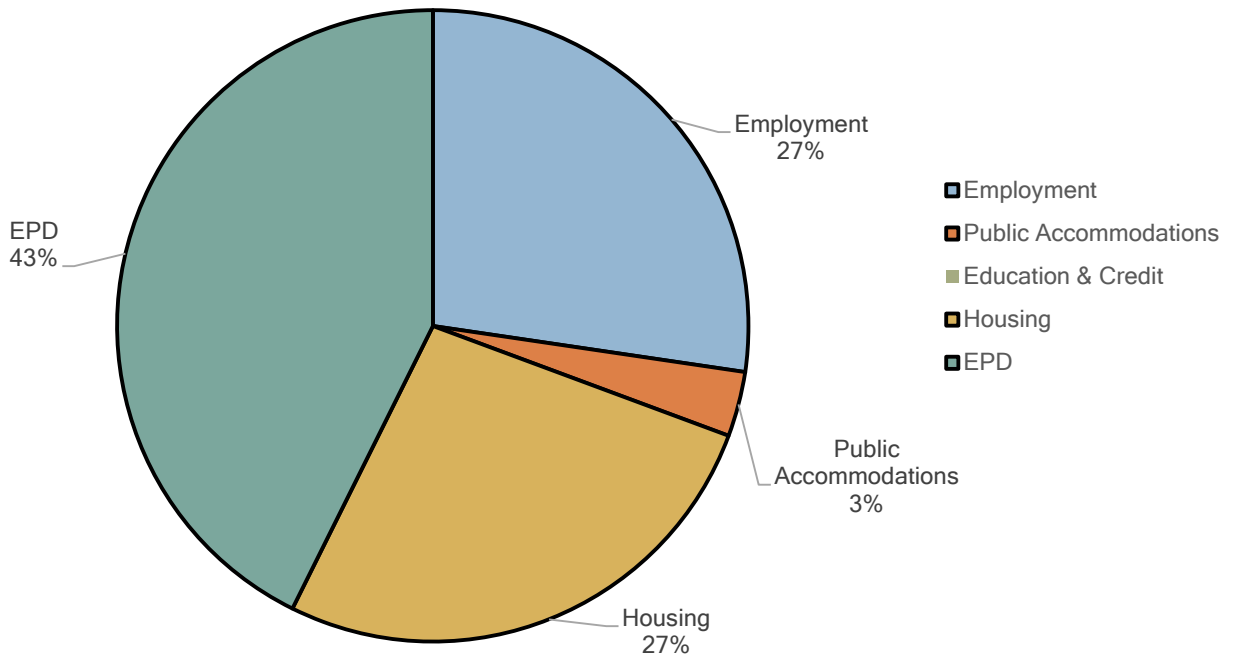
TOTAL CASES RESOLVED



TOTAL CASES RESOLVED	FY2025
Employment	46
Public Accommodations	7
Education & Credit	2
Housing	30
EPD	25
TOTAL	110

Figure 7A depicts a breakdown of the total cases resolved by type during FY 2025.

Figure 7B



TOTAL CASE RESOLVED	FY2024
Employment	41
Public Accommodations	5
Education & Credit	0
Housing	40
EPD	64
TOTAL	150

Figure 7B depicts a breakdown of the total cases resolved by type during FY 2024.

*The numbers shown reflect the cases that were fully investigated, mediated, or conciliated.

Figure 8

MONETARY SETTLEMENTS RECEIVED

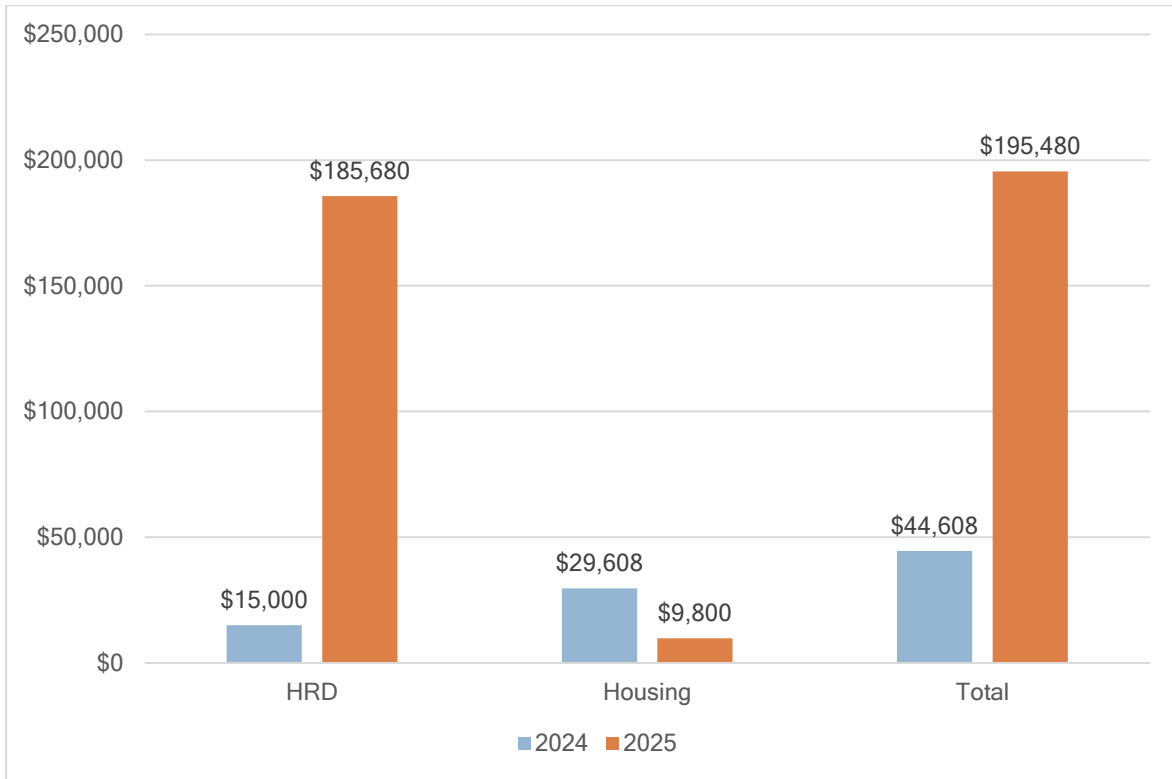


Figure 8 compares the monetary settlements for HRD and Housing cases between FY2024 and FY2025.

In addition to monetary settlements as reflected in **Figure 8**, a number of complainants resolved their complaints for non-monetary awards such as company policy changes, training, accommodations (disability and religious), and job references. For many complainants, a non-monetary resolution may be more important than a financial settlement.

The final agreements often include, in addition to the monetary relief for the complainant, a commitment by the respondent to take deliberate corrective action that improves the environment for all of the employees in a company or tenants in an apartment complex. The benefits resulting from these actions are non-monetary in nature. A corrective action may result in a simple policy change with regard to an employment practice that was found to be in violation of the Ordinance. Another type of corrective action may involve training of the company's management personnel in matters relating to the kinds of employment decisions permitted under the law. Such actions are viewed as affecting all of the employees or tenants and improving fairness regarding the terms, conditions, and benefits of their employment or tenancy.

During this time period, OHREP also conciliated housing cases which resulted in monetary settlements. Also, every agreement included a public interest provision, i.e. fair housing training, change in policies, etc. Each housing conciliation agreement must be approved by the Human Rights Commission.

SCORE CARD RESULTS – HUMAN RIGHTS DIVISION MEASURES

Below are the Score Card Results for the Human Rights Division for FY 2025. The Score Card is a more effective and innovative way to improve the services provided by OHREP.

Human Rights Division Measures

FY2025		
Performance Measures:	Target:	Outcome:
<i>Percentage of complainant/respondent satisfaction with the overall quality of HRD's intake and mediation services</i>	80%	100%
<i>Complaints formalized and presented to the complainant for signature within 5 business days</i>	90%	100%
<i>Improve scheduling and utilization of mediation services</i>	90%	96%



[fairfaxcounty.gov/humanrights](https://www.fairfaxcounty.gov/humanrights)

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