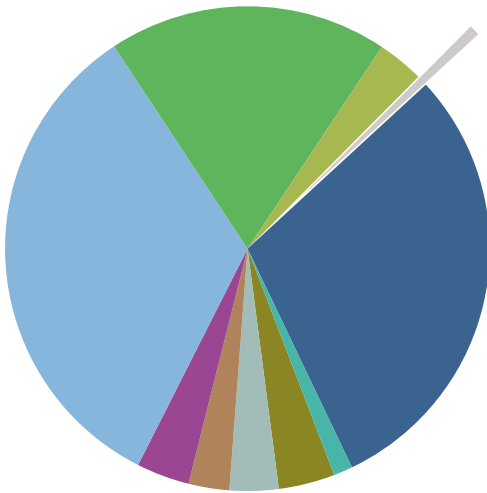


# Human Rights

## Mission Statement

The mission of the Prince William County Human Rights Office is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity for all persons within the County through advocacy and education and internally to eradicate employment discrimination, improve diversity in the workplace, and create an environment where all employees are valued, respected, and free to develop and perform to their fullest potential.



**Expenditure Budget:**  
**\$900,349**



*0.7% of General Government*

### Programs:

- Human Rights Commission: \$900,349

**General Government Expenditure Budget:**  
**\$127,703,495**

## Mandates

The County operates under a mandate to safeguard and protect citizens from unlawful discrimination. The Board of County Supervisors has enacted additional local mandates for which the Human Rights Office has responsibility.

**County Code:** [Chapter 10.1](#) (Human Rights Ordinance), [Personnel Policy 3.1](#) (EEO/Diversity Complaint)

# Human Rights

## Expenditure and Revenue Summary



Expenditure by Program	FY18 Actuals	FY19 Actuals	FY20 Actuals	FY21 Adopted	FY22 Adopted	% Change Budget FY21/ Budget FY22
Human Rights Commission	\$761,408	\$778,972	\$774,861	\$941,912	\$900,349	(4.41%)
<b>Total Expenditures</b>	<b>\$761,408</b>	<b>\$778,972</b>	<b>\$774,861</b>	<b>\$941,912</b>	<b>\$900,349</b>	<b>(4.41%)</b>

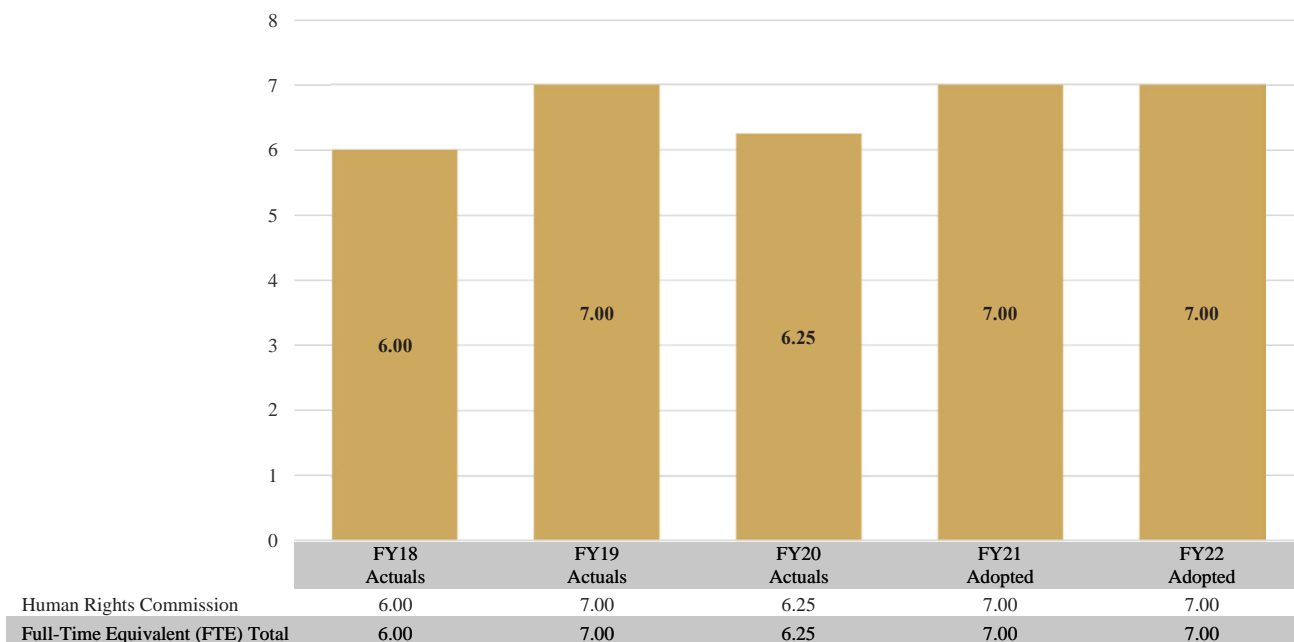
### Expenditure by Classification

Salaries & Benefits	\$697,494	\$686,757	\$677,239	\$818,210	\$806,645	(1.41%)
Contractual Services	\$2,942	\$38,303	\$4,891	\$22,586	\$22,586	0.00%
Internal Services	\$27,654	\$26,293	\$25,655	\$24,742	\$24,743	0.01%
Purchase of Goods & Services	\$31,087	\$27,619	\$67,076	\$72,276	\$42,276	(41.51%)
Leases & Rentals	\$2,232	\$0	\$0	\$4,099	\$4,099	0.00%
<b>Total Expenditures</b>	<b>\$761,408</b>	<b>\$778,972</b>	<b>\$774,861</b>	<b>\$941,912</b>	<b>\$900,349</b>	<b>(4.41%)</b>

### Funding Sources

Revenue from Federal Government	\$67,027	\$28,677	\$43,411	\$17,650	\$17,650	0.00%
Revenue from Commonwealth	\$18,772	\$9,478	\$16,869	\$0	\$0	-
Transfers In	\$30,000	\$30,000	\$30,000	\$30,000	\$0	(100.00%)
<b>Total Designated Funding Sources</b>	<b>\$115,799</b>	<b>\$68,155</b>	<b>\$90,280</b>	<b>\$47,650</b>	<b>\$17,650</b>	<b>(62.96%)</b>
<b>Net General Tax Support</b>	<b>\$645,609</b>	<b>\$710,817</b>	<b>\$684,581</b>	<b>\$894,262</b>	<b>\$882,699</b>	<b>(1.29%)</b>
<b>Net General Tax Support</b>	<b>84.79%</b>	<b>91.25%</b>	<b>88.35%</b>	<b>94.94%</b>	<b>98.04%</b>	

## Staff History by Program



## Future Outlook

**Increase Public Awareness and Public Service** – Identify and define process and substance improvements that increase the effectiveness and efficiency of the intake, mediation, and investigation processes. Develop outreach and educational programs and activities about civil and human rights issues that are both relevant and effective.

**Broaden the Use of Technology for Managing and Delivering Services** – Implement a digitized case management system. Increase the use of technology to input and capture statistical data about complaints, inquiries, allegations, and referrals. Identify, define, and suggest possible enhancements to the Human Rights Commission's (HRC) webpage that could make it more effective and user-friendly. Provide and expand support and capabilities for a remote workforce.

**Develop Outreach and Education Strategies** – Sponsor, support, and participate in community outreach activities, events, and forums. Develop training programs for staff and appointed boards, committees, and commissions.

**Expand Internal and External Areas of Work** – Expand anti-discrimination enforcement through investigations, education, and compliance activities internally and externally. Establish partnerships with individuals, non-profits, businesses, and other government agencies, internal or external to Prince William County.

## General Overview

- A. **Estimated Revenue Support for Fair Housing Testing** – The FY2022 Budget includes a \$30,000 decrease in the Human Rights Commission revenue and expenditure budget. Fair Housing Testing funds previously received from the Office of Housing and Community Development will not be received in FY22. As subrecipients, the County previously received Community Development Block Grant funds from the Housing Department to conduct Fair Housing Testing. The County has been informed these funds need to be pooled for another regional initiative, an analysis of impediments to fair housing. The County will renew its request for these funds next year.

# Human Rights

## Program Summary

### Human Rights Commission

Enforce the Human Rights Ordinance through investigation of complaints; provide outreach and education to the public on civil rights laws; staff the HRC and respond to public information requests in a timely manner. Ensure compliance with federal and state laws, regulations, executive orders, ordinances, and internally, affirmative employment practices and procedures for County employees and applicants who seek employment, by providing proactive prevention, investigations, proficient resolution, and strategic enforcement to achieve a non-discriminatory, non-retaliatory, and harassment free work environment, which will provide an inclusive workplace with equal employment opportunity for all.

Key Measures	FY18 Actuals	FY19 Actuals	FY20 Actuals	FY21 Adopted	FY22 Adopted
Cases closed within 12 months of filing with HRC (External)	-	-	84%	70%	70%
EEO cases closed within 90 days of filing (Internal)	-	-	-	-	95%
Cases resolved through alternative resolution (without adjudication)	-	-	14%	20%	15%
Residents contacted seeking services	-	-	10%	10%	5%
Completed investigations appealed to the HRC	-	-	9%	10%	10%
Appeals upheld by the HRC	-	-	100%	100%	100%
Favorable customer survey responses	72%	72%	72%	-	-
Enforcement compliance rate	100%	100%	100%	-	-
Cases resolved through mediation and conciliation processes	20%	20%	14%	-	-

Program Activities & Workload Measures (Dollar amounts expressed in thousands)	FY18 Actuals	FY19 Actuals	FY20 Actuals	FY21 Adopted	FY22 Adopted
<b>Charge Management</b>	<b>\$462</b>	<b>\$546</b>	<b>\$452</b>	<b>\$593</b>	<b>\$632</b>
Complaints filed (External)	-	-	51	60	50
EEO complaints filed (Internal)	-	-	-	-	20
Cases resolved through alternative resolution	-	-	6	12	10
Cases appealed	-	-	3	6	5
Cases worked	137	130	110	-	-
Inquiries processed	576	580	440	-	-
<b>Outreach/Education</b>	<b>\$60</b>	<b>\$56</b>	<b>\$162</b>	<b>\$197</b>	<b>\$142</b>
Number of resident contacts	-	-	3,000	2,000	2,000
Requests for public information	75	80	80	-	-
Customers seeking services as a result of outreach efforts	1,574	1,600	1,200	-	-
Persons attending training or benefiting from civil rights enforcement	650	685	525	-	-
<b>Staff Support to the HRC</b>	<b>\$133</b>	<b>\$153</b>	<b>\$123</b>	<b>\$152</b>	<b>\$127</b>
Staff time supporting the Human Rights Commission	20%	20%	20%	20%	20%
<b>Long-Term Care Ombudsman*</b>	<b>\$106</b>	<b>\$24</b>	<b>\$38</b>	<b>\$0</b>	<b>\$0</b>

\*As of FY21, the Ombudsman activity is a separate program under Area Agency on Aging.