



## DC Office of Human Rights (OHR) – HMO

Mónica Palacio, Director  
441 4<sup>th</sup> Street NW, Suite 570N  
Washington, DC 20001  
202.727.4559  
ohr.dc.gov

### Central Purpose

- The District of Columbia Office of Human Rights (OHR) was established to eradicate discrimination, increase equal opportunity and protect human rights for persons who live in or visit the District of Columbia. The agency enforces local and federal human rights laws, including the DC Human Rights Act, by providing a legal process to those who believe they have been discriminated against.

### Key Facts

- OHR receives about 1200 inquires related to discrimination each year;
- OHR docket and mediates and/or investigates approximately 400 cases each year;
- OHR has significantly increased its efforts to proactively prevent discrimination over the last several years through outreach and education;
- OHR's Language Access Program supports language access compliance for all District agencies and entities covered by the statute;
- OHR's Citywide Bullying Prevention Program evaluates the compliance of and supports bullying prevention policies for local education agencies, youth-serving agencies and youth-serving government grantees; and
- Commission on Human Rights conducts administrative hearings and makes determinations on cases where probable cause is found by OHR.

### Goals/Performance Measures

- Objective 1: Shorten response times and strengthen quality controls for all internal programs, including investigations and mediations.
  - Percent of cases backlogged;
  - Percent of mediations that lead to settlement agreements; and

- Percent of OHR complainants satisfied with the agency's customer service.
- Objective 2: Prevent discrimination by promoting awareness of and compliance with local and federal anti-discrimination laws through increased outreach and awareness activities.
  - Percent of agencies compliant with Language Access; and
  - Number of Fair Housing outreach activities (including trainings, events, etc.).

### Programs/Services

- Investigate and resolve complaints of unlawful discrimination in employment (private companies and government), housing, public accommodations, and educational institutions;
- Conduct educational campaigns and initiatives to educate the public about civil and human rights in DC;
- Review, approve, and monitor the affirmative action plans of all District government departments and agencies;
- Launch Director's Inquiries into systematic or repeated incidents that could be discriminatory;
- Assess local and federal laws and policies with respect to discrimination;
- Provide information on human rights laws and policies to the community at large;
- Assist schools, agencies and grantees in creating and implementing bullying prevention policies; and
- Assist agencies with language access best practices and provide guidance on complying with the language access law.

### First Quarter CY2015 Hot Button Issue(s)

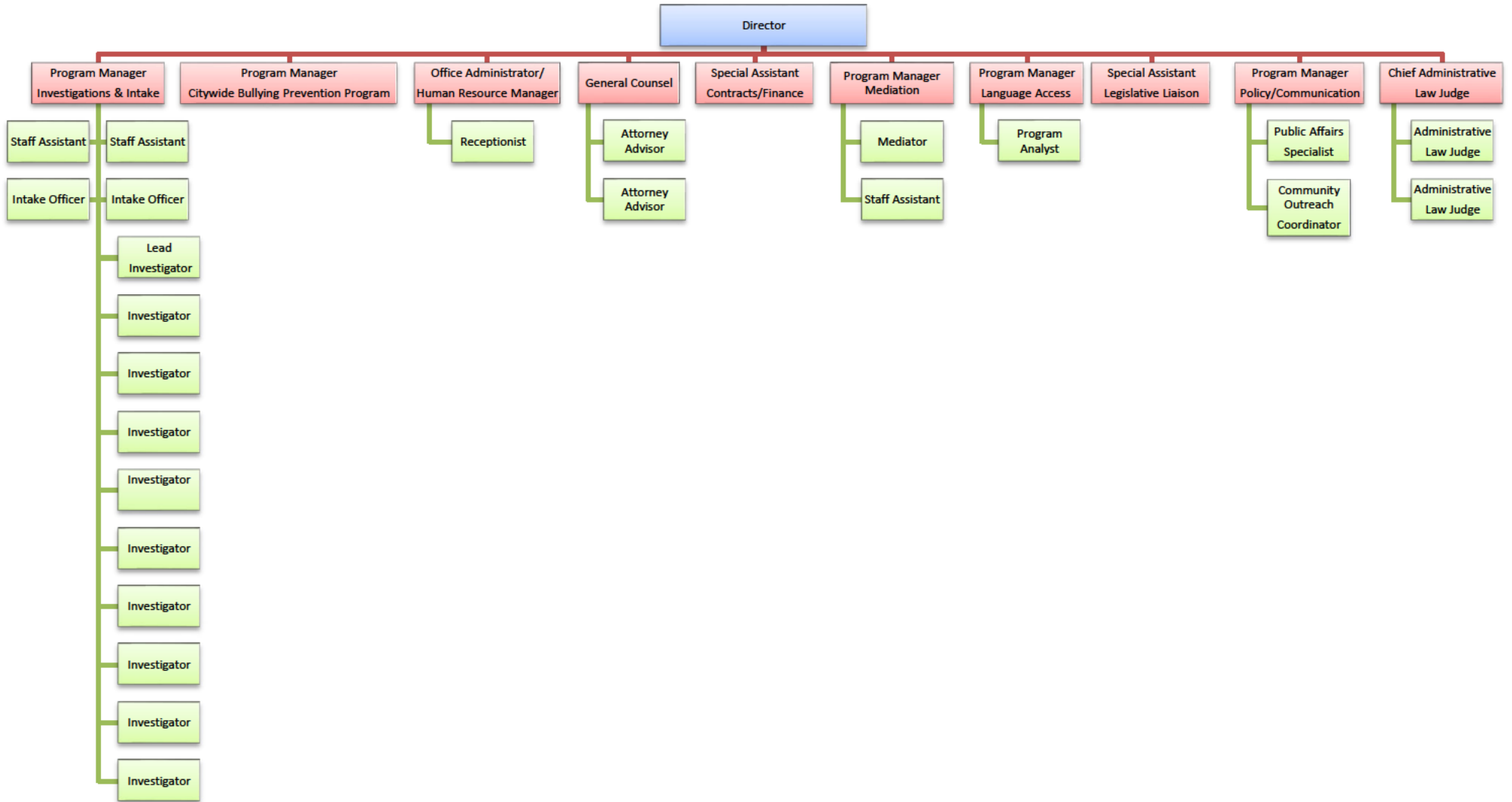


[REDACTED]

[REDACTED]

- End of Calendar-Year 2014 Priorities
  - Eliminate all backlogged cases of discrimination;
  - Design and execute a public outreach campaign to encourage individuals to come forward to file complaints of discrimination; and
  - Increase by 300% the number of fair housing outreach activities and trainings for landlords and tenants focused on corridors of the District experiencing rapid economic growth and development.

### Organizational Chart



**Boards and Commissions relevant to the agency (if any)**

Board Name	Name of Chairperson	No. of Members
Mayor's Citywide Youth Bullying Prevention Task Force	Mónica Palacio	12
Commission on Human Rights	Nkechi Taifa	15

**Budget FY2015**

Total Budget	\$ 3,404,908.69
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**No. of Employees**

Current No. of FTEs	35
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**Union Representation**

Union(s)	Union Representative	No. of Members
American Federation of State, County & Municipal Employees (AFSCME 2401)	[REDACTED]	6

**Facility Location(s)**

Facility Name / ID	Address	Zip Code	Ward	Main Phone No.
Main Office	441 4 <sup>th</sup> Street NW, Suite 570N	20001	2	(202) 727-4559
Commission Office	441 4 <sup>th</sup> Street NW, Suite 290N	20001	2	(202) 727-0656

**Key Projects/Initiatives**

Project/Initiative Name	Brief Description	Delivery Date
Annual Awareness Campaign	Each September, OHR launches an awareness campaign focused on one or more protected traits covered under the Human Rights Act. The campaign appears throughout DC's transit system.	September 2015
Social Media Awareness Campaign	Around each March, OHR launches a social media-based awareness campaign on human rights in DC.	Approx. March 2015

**Capital Program(s)**

Project Name	Budget ID	Funding Source	Project Budget	Current Balance	Delivery Date
N/A					

**Important/Significant Dates**

Event	Brief Description	Delivery Date
Commission on Human Rights Awards	The Commission honors a District resident who has made a significant contribution to the field of human rights.	December 11, 2014
Fair Housing Symposium	OHR partners with DHCD and the Equal Rights Center to hold an annual event about fair housing issues.	April 2015
Community Forum on Human Rights Issues	OHR will hold a community forum on issues related to human rights in DC (ie, Language Access, Bullying Prevention, Discrimination, etc.)	TBD

**Key Contracts**

Project Name	Vendor Name	Total Contract Value	Contract Term
Equipment Maintenance (will provide repairs and maintenance services for Copiers, printers and fax machines )	Hi-Tech Solutions	\$ 10,000	11/2014– 09/2015
Translation and Interpretation Services	Multicultural Community Services	\$25,000	11/2014– 09/2015
On line legal research services	West Publishing Corporation	\$5,000	11/2014– 09/2015
Advertisement, Marketing, and Outreach Event Planning Services	The Aquiline Group	\$35,000	11/2014– 09/2015
Language Access Testing	The Equal Rights center	\$32,000	01/2015-09/2015
General Office Supplies	Capital Office Supplies	\$10,000	01/2015-09/2015
Printing Services	TBD	\$15,000	11/2014– 09/2015

**Key Agreement(s) / Memorandum(s) of Understanding**

Project Name	Brief Description	Agreement Term
Sign Language Translation Services	MOU with the Office of Disability Rights	10/2014-09/2015
Equal Employment Opportunity Commission Worksharing Agreement	Equal Employment Opportunity Commission pays OHR for each discrimination case docketed where protected traits are covered under federal law	10/2014 – 09/2015
Case Transfer Agreement Based on Jurisdictional Issues	Department of Justice’s Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC)	10/2014 – No end date
US Department of Housing & Urban Development Worksharing Agreement	US Department of Housing and Urban Development pays OHR for each discrimination case docketed where protected traits are covered under federal law	10/2014 – 09/2015

**Grant(s) Awarded (or Pending Award) to Agency**

Grant Name	Name of Grantor	Total Grant Amount	Current Grant Balance	Grant Expiration
Equal Employment Opportunity Commission Special Project Grant	Equal Employment Opportunity Commission	\$1000	N/A	12/14

Grant Name	Name of Grantor	Total Grant Amount	Current Grant Balance	Grant Expiration
Fair Housing Assistance Program	US Department of Housing and	\$82,840	N/A	9/2015

**Active Litigation(s)**

Project Name	Brief Description
N/A	

**Consent Decree(s)**

Project Name	Brief Description	Agreement Term
N/A		