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Overall

Achievements, Priorities

1. Identify ODR's overall mission statement.

Agency Response

The DC Office of Disability Rights' (ODR) mission is to ensure the programs, services, benefits, activities, and facilities operated or funded by the District of Columbia are fully accessible to, and useable by, people with disabilities. ODR is committed to inclusion, community-based services, and self-determination for people with disabilities. ODR also oversees the implementation of the City's obligations under the Americans with Disabilities Act (ADA) federal mandate, as well as other disability rights laws.

2. Identify ODR's top achievements in FY 24 and FY 25, to date.

Agency Response

- **Olmstead Community Integration Plan:** In partnership with 24 District agencies, several community organizations and leaders, family members, and District residents with disabilities, ODR drafted and finalized the mandated 2025-2027 Olmstead Plan during calendar year 2024.
- **ADA Compliance Plans:** ODR developed a new ADA self-assessment app for agencies to assess their ADA accessibility and develop and submit their ADA compliance plan digitally. The app streamlines the process of ADA accessibility assessments and creates a centralized record for longitudinal data collection that shows agencies' progress with ADA compliance.
- **Training:** In FY24, ODR trained 2,807 individuals, including agency ADA coordinators, managers, grant administrators, grantees, and contractors on ADA rights, compliance, and disability sensitivity. This is a 78% increase compared to FY23.
- **School Assessments:** ODR finished assessing the ADA accessibility of 82 DCPS schools to help DCPS identify barriers to remove.
- **Mayor's Disability Career Fair:** ODR co-hosted the Mayor's first Disability Career Fair with DDS. 50 employers and 500 job seekers participated. The event was one of the many resources the District offers to people with disability to help level the playing field for a fair shot for all residents including people with disabilities.

3. Identify ODR's top five overall priorities. Explain how ODR expects to address these priorities in FY 25 and identify the metrics used to track success for each.

Agency response

- a. **Olmstead Community Integration Plan:** Coordinate the implementation of the District's Olmstead Community Integration Plan for calendar years 2025–2027. Metric includes data that demonstrates District's agencies' work toward the goals set in the current plan.

- b. **District-wide ADA Compliance:**
 - i. Work with OCTO to build out the ADA compliance plan app in Quickbase to allow agencies to digitize sections 4 and 5 of the ADA compliance plan. Metrics include successful release of sections 4 and 5 of the ADA compliance plan app.
 - ii. Continue working with and assisting agencies to develop and implement their ADA Compliance Plans. Metrics include evidence of individual agencies making continuous improvements in removing accessible barriers identified in their ADA Compliance Plan.
 - c. **Celebrating the 35th Anniversary of the ADA:** ODR will host an event in July 2025 to celebrate the 35th anniversary of the ADA. The event will bring agencies, as well as community stakeholders, together to celebrate the progress made in the District for disability rights. This will be an opportunity to raise awareness and renew our commitment for our continued work to ensure the civil rights of people with disabilities. Metrics include the number of participants attending the event.
 - d. **Training program:** Expand ODR's training program to reach a broader audience. Metrics include number of training sessions offered and number of participants.
 - e. **Web Content Accessibility Guidelines (WCAG) version 2.1 AA:** Work with OCTO and provide legal advice and guidance to agencies in becoming compliant with the requirements of the new WCAG 2.1 AA. The District needs to be in full compliance by April 2026. Metrics include evidence of individual agencies making continuous improvements in removing Web content accessibility barriers.
4. *List each policy initiative of ODR during in FY 24 and FY 25, to date. For each initiative provide:*
- a. *A detailed description of the program;*
 - b. *The name of the employee who is responsible for the program;*
 - c. *The total number of FTEs assigned to the program; and*
 - d. *The amount of funding budgeted to the program.*

Agency Response

FY2024 Initiatives

- 1. Website competency:
 - a. Description: This 2-year project will provide more inclusive documents and translation into Spanish and Amharic throughout the agency's government webpage.
 - b. Project lead: Ngoc Trinh
 - c. Total number of FTEs involved: 3 FTEs
 - d. Budget: \$3,000
- 2. Inter-Agency Partnering:
 - a. Description: Collaborating with the Department on Disability Services to host the Mayor's Tech Fest and Disability Awareness Expo. This event aims to make the best use of ODR's resources to reach a broad audience, raise awareness on disability rights, and share services for people with

disabilities, while showcasing technological advancements that can significantly enhance the quality of life for individuals with disabilities and older adults.

- b. Project lead: Shelley Carr-Brown
- c. Number of FTEs: 3 FTEs in the planning process and all staff on the day of event.
- d. Budget: \$43,295

3. Community Engagement:

- a. Description: As part of the ODR's racial equity efforts, the agency will expand attendance at outreach events for hard-to-reach communities, including the African American community, African community, Asian American and Pacific Islander community, and Latino community, to let people know about ODR and our services.
- b. Project lead: Shelley Car-Brown
- c. Number of FTEs: 2 FTEs
- d. Budget: No NPS budget involved

FY2025 Initiatives

1. ADA compliance plan:

- a. Description: Support District agencies in utilizing the new ADA compliance app to submit annual ADA compliance plans. This app will streamline the process for all District agencies in assessing their compliance and keeping a record of their progress in addressing ADA barriers.
- b. Project lead: Ngoc Trinh
- c. Total number of FTEs involved: 7 FTEs
- d. Budget: No NPS budget involved

2. Mayor's Disability Career Fair:

- a. Description: Co-hosting the Mayor's 2nd Disability Career Fair. The event aligns with the District's engagement with the National Expansion of Employment Opportunities Network (NEON) initiative and the administration's platform to become a model employer of people with disabilities. The event is co-hosted by DDS, ODR, and DOES, in collaboration with DCHR, DCPL, and MODDHH. This event aims to make the best use of ODR's resources to reach a broad audience while offering job opportunities for people with disabilities.
- b. Project lead: Shelley Carr-Brown
- c. Number of FTEs: 3 FTEs in the planning process and all staff on the day of event
- d. Budget: \$7,000

3. Community Engagement:

- a. Description: As part of the ODR's racial equity efforts, the agency will expand attendance at outreach events for hard-to-reach communities, including the African American community, African community, Asian American and Pacific Islander community, and Latino community, to let people know about ODR and our services.
- b. Project lead: Shelley Car-Brown
- c. Number of FTEs: 2 FTEs

d. Budget: No NPS budget involved

4. 1st Year Implementation - Olmstead Community Integration Plan:

- a. Description: Implementing the 1st year (2025) of the District's new Olmstead Community Integration Plan and cohost the Olmstead conference with DBH
- b. Project lead: Peter Stephan
- c. Number of FTEs: 3 FTEs
- d. Budget: \$10,000

5. ADA training for new employees:

- a. Description: Partner with DCHR to provide a training to all new District's employees. The training will be included as part of onboarding DCHR provides for new employees
- b. Project lead: Grace Reed
- c. Number of FTEs: 3 FTEs
- d. Budget: \$9,950

6. 35th Anniversary of the ADA:

- a. Description: Host an event to celebrate the 35th anniversary of the ADA. The event will bring agencies, as well as community stakeholders, together to celebrate the progress made in the District for disability rights. This will be an opportunity to raise awareness and renew our commitment for our continued work to ensure the civil rights of people with Disabilities.
- b. Project lead: Shelley Carr-Brown
- c. Number of FTEs: 3 FTEs during planning process and all staff during event
- d. Budget: \$9,000

5. ***Identify ODR's Strategic Objectives and Key Performance Indicators (KPIs). Explain why each KPI was selected and how it supports the overall mission of the agency.***

- a. ***Include the outcomes for FY 24 and FY 25, to date for each KPI measure.***
- b. ***Provide a narrative description of what actions the agency undertook to meet the key performance indicators or any reasons why such indicators were not met.***

Agency Response

ODR's Strategic Objectives:

- a. Be a model city of structural, programmatic, and social accessibility for people with disabilities.
- b. Improve the responsiveness of government systems and employees to the needs of people with disabilities.
- c. Increase employment of people with disabilities in DC government.
- d. Expand opportunities for people with disabilities to live in integrated community settings.
- e. Create and maintain a highly efficient, transparent, and responsive District government.

FY2024 and FY2025 Key Performance Indicators (KPIs) in support of the agency's Strategic Objectives:

- A. Percent of Complaints, Information, Technical Assistance and Reasonable Accommodations (CITAs) requests addressed within 30 days of request.
- B. Percent of District-owned buildings assessments within 20 days of the request.
- C. Number of DC Employees, contractors, and grantees receiving ADA training.
- D. Percent of accessibility reports which are completed within 30 days of the request.
- E. Employment focused outreach events.
- F. Age Friendly: Number of participants in the ODR sponsored ADA Community Training on Housing.

These specific KPIs have been identified as targets because these indicators closely support and align with the agency's 5 Strategic Objectives (listed above), while ensuring the programs, services, benefits, activities, and facilities operated or funded by the District of Columbia are accessible to, and useable by, people with disabilities.

The following is an update on the agency's key performance indicators for FY2024 and quarter 1 of FY2025.

- A. Percent of Complaints, Information, Technical Assistance and Reasonable Accommodations (CITAs) requests addressed within 30 days of request.

Fiscal Year 2024 Target	Fiscal Year 2024 Outcome	KPI Met?
90%	95.3%	Met
Fiscal Year 2025 Target	Q1 of FY25	KPI Met?
90%	97%	On Target

- B. Percent of District-owned buildings assessments within 20 days of the request.

Fiscal Year 2024 Target	Fiscal Year 2024 Outcome	KPI Met?
90%	100%	Met
Fiscal Year 2025 Target	Q1 of FY25	KPI Met?
90%	100%	On Track

- C. Number of DC Employees, contractors, and grantees receiving ADA training.

Fiscal Year 2024 Target	Fiscal Year 2024 Outcome	KPI Met?
1,200	2,807	Met
Fiscal Year 2025 Target	Q1. Of FY25	KPI Met?
1,200	64	On Track

- D. Percent of accessibility reports which are completed within 30 days of the request.

Fiscal Year 2024 Target	Fiscal Year 2024 Outcome	KPI Met?
90%	100%	Met
Fiscal Year 2025 Target	Q1 of FY25	KPI Met?
90%	100%	On Track

- E. Employment-focused outreach events.

Fiscal Year 2024 Target	Fiscal Year 2024 Outcome	KPI Met?
8	30	Met
Fiscal Year 2025 Target	Q1 of FY25	KPI Met?
8	5	On Track

F. Age Friendly: Number of participants in the ODR sponsored ADA Community Training on Housing.

Fiscal Year 2024 Target	Fiscal Year 2024 Outcome	KPI Met?
100	105	Met
Fiscal Year 2025 Target	Q1 of FY25	KPI Met?
100	0	On Track

To meet these KPIs, the agency has put in place internal procedures and conducted staff training and oversights. ODR also developed new partnerships with other agencies and non-government organizations to connect with more people for its trainings and outreach work.

6. Provide ODR's FY 24 Performance Plan.

a. Did ODR meet the objectives set forth in its performance plan for FY 24? Provide a narrative description of what actions ODR undertook to meet the objectives or any reasons why such objectives were not met.

Agency Response

See attachment Q6 for ODR's FY24 performance plan.

ODR met all objectives set forth in its FY24 performance plan. ODR has a set of KPIs corresponding with its objectives and made sure the agency meets or exceeds all KPIs through its internal procedures and staff training, and oversights.

Reporting Requirements

7. List all reporting requirements in the District of Columbia Code or Municipal Regulations that ODR was required to complete in FY 24 and FY 25, to date. For each requirement, list the date the report was required and the date it was produced. If ODR did not produce the report on time, explain why.

Agency Response

Report	Authority	Date Required	Date Produced	Reason (if not produced)
Annual Status Report	D.C. Code § 2-1431.04(10)	January 1 of each year	December 20, 2024	N/A
Olmstead Plan	D.C. Code § 2-1431.04(8)(A)	January 1 of each year	December 10, 2024	N/A

FOIA Report	D.C. Code § 2–538	February 1 of each year	December 23, 2024	N/A
Annual Performance Report	D.C. Code § 1–614.13	January 15 of each year	November 25 2024	N/A
Quarterly Government Contracts for Small and Local Business Report	D.C. Code § 2–218.53	This report is required within 30 days at the end of each quarter, except the 4th quarter report. The 4th quarter and annual report shall be submitted together.	Reports were produced according to the schedule set by DLSBD.	N/A
Quarterly Budget Reports	D.C. Code § 47–355.03	30 days after the end of the quarter	1/31/2024, 4/30/2024, 7/31/2024	Q4 report was replaced by the Annual Comprehensive Financial Report
Spending Plan and Schedule A	D.C. Code § 47–355.04	October 1 of each year	Reports were produced monthly according to schedule set by OCFO	N/A
Sexual Harassment Complaints Report	D.C. Code § 1–546.03	November 12, 2023 and annually thereafter	November 8, 2024	N/A
Language Access Report	D.C. Code § 2–1932(c)(2)	Collected annually and provided to the Language Access Director within a reasonable time	October 25, 2024	N/A

- 8. List and describe any regulations promulgated by ODR in FY 24 and FY 25, to date, and the status of each.**

Agency Response

ODR did not promulgate any regulations in FY24 and FY25, to date.

- 9. Provide the number of FOIA requests ODR received for FY 24 and FY 25, to date. Include the number granted, partially granted, denied, and pending. In addition, provide the**

average response time, the estimated number of FTEs required to process requests, the estimated number of hours spent responding to these requests, and the cost of compliance.

Agency Response

ODR received 4 FOIA requests in FY24 and FY25 to date. ODR granted in whole 0 requests, partially granted 2 requests, denied 1 request, referred or forwarded 1 request to another public body, and 0 requests are pending. The median response time was 23 days. ODR's FOIA requests are primarily handled by 1 FTE, and take on average 8 hours to respond to each request. The cost of compliance is estimated at \$400 per request.

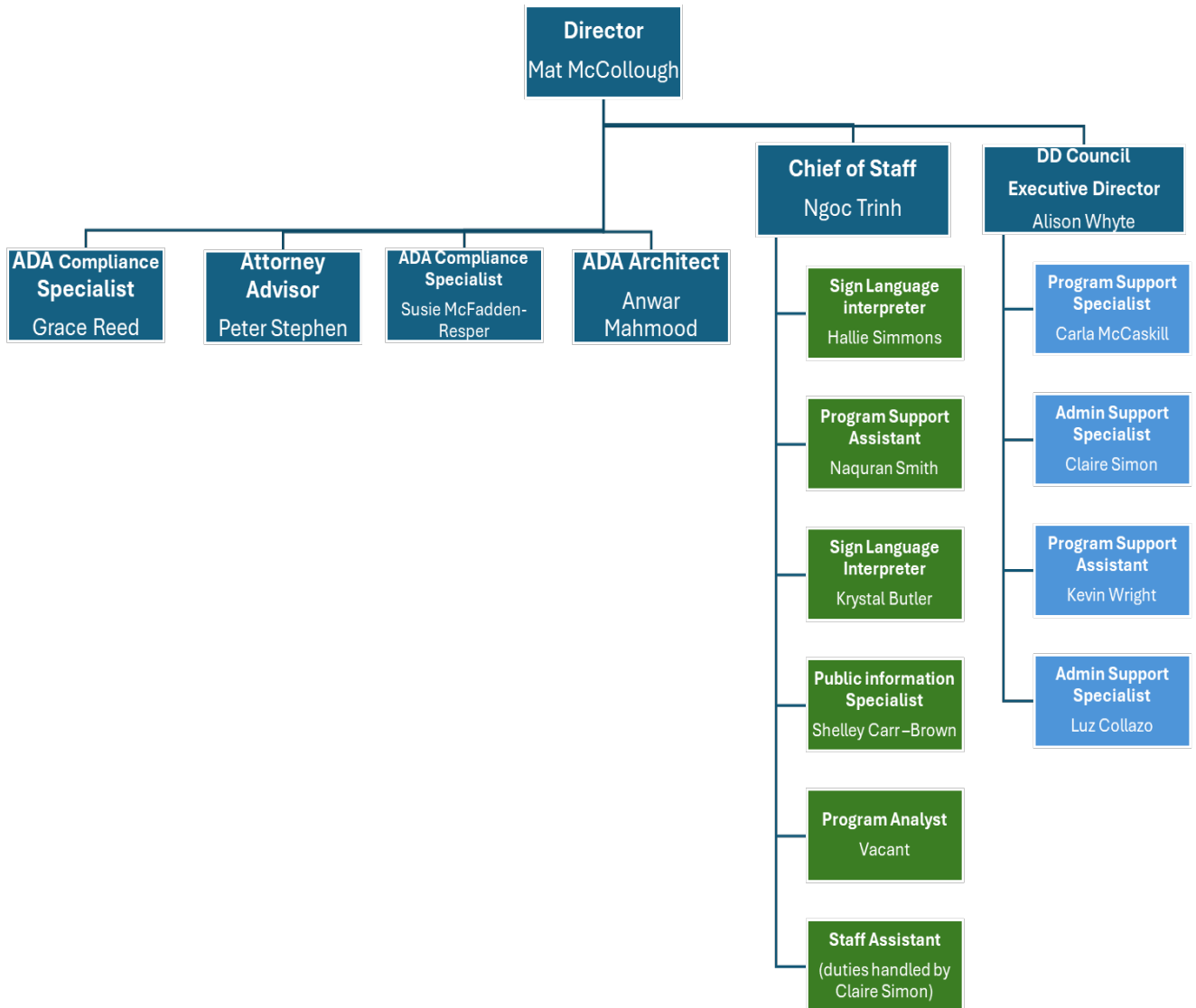
Organization and Staffing

- 10. Provide a current organizational chart for the agency, including the number of vacant and filled positions in each division or subdivision. Include the names and titles of all personnel and note the date that the information was collected on the chart.**
- a. Include an explanation of the roles and responsibilities for each division and subdivision.**
 - b. Provide a narrative explanation of any organizational changes made during the previous year.**

Agency Response

a. Office of Disability Rights Organization Chart

Updated on 1/23/2025 (see next page)



There were no organizational changes made in FY24.

In FY25, the Administrative Support Specialist position supports both local fund work (covering 100% of the Staff Assistant position's duties for ODR) and federal fund work (handling other administrative support tasks for DD Council).

11. Provide a current Schedule A for ODR which identifies each position by program and activity, with the salary, fringe benefits, and length of time with the agency. Note the date that the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract or if it is vacant or frozen. Indicate if any position must be filled to comply with federal or local law.

Agency Response

Please see attachment Q11.

- 12. During FY 24 and FY 25, to date how many vacancies were posted? Identify**
- each position;*
 - how long the position was vacant;*
 - what steps have been taken to fill the position;*
 - whether ODR plans to fill the position;*
 - and whether the position has been filled.*

Agency Response

ODR posted 4 vacancies in FY24 and FY25, to date.

STATUS	POSITION	Vacancy length
<i>Filled</i>	Attorney Advisor	6 months (including 3 months in FY23 and 3 months in FY24)
<i>Filled</i>	Sign Language Interpreter	3 months
<i>Filled</i>	Sign Language Interpreter	3 months
<i>Vacant</i>	Program Analyst	15 months

ODR utilized DCHR's website and LinkedIn, as well as ODR's newsletters and social media to promote the job postings.

ODR is not recruiting for the Program Analyst position. The hiring for this position is currently on hold for vacancy savings. ODR plans to initiate the hiring process.

- 13. List all employees detailed to or from ODR, if any. Provide the reason for the detail, the detailed employee's date of detail, and the detailed employee's projected date of return.**

Agency Response

ODR's doesn't have any employees detailed to other agencies and no employees from other agencies are detailed to ODR.

- 14. List in descending order ODR's top 25 overtime earners in FY 24 and FY 25, to date, if applicable. For each, state the employee's name, position number, position title, program, activity, salary, fringe, and the aggregate amount of overtime pay earned by each.**

Agency Response

ODR did not have any employees who received overtime pay in FY24 and FY25, to date.

- 15. For FY 24 and FY 25, to date, provide a list of employee bonuses, special pay granted, or separation pay issued, that identifies the employee receiving the bonus, special pay, or separation pay, the amount received, and the reason for the bonus, special pay, or separation pay.**

Agency Response

ODR did not have any employees who received bonus, special pay, or separation pay in FY24 and FY25, to date.

- 16. Provide each collective bargaining agreement that is currently in effect for ODR employees. Include the bargaining unit and the duration of each agreement. Note if the agency is currently in bargaining and the anticipated date of completion of each agreement in bargaining.**

Agency Response

ODR does not possess collective bargaining agreements currently in effect with the employees.

Risk Management

- 17. List all pending lawsuits that name ODR as a party. Identify which cases on the list are lawsuits that potentially expose the District to financial liability or will result in a change in agency practices and describe the current status of the litigation. Provide the nature of each claim, regardless of its likelihood of success.**

Agency Response

There are no pending lawsuits naming ODR as a party.

- 18. List all settlements entered into by ODR or by the District on behalf of ODR in FY 24 and FY 25, to date, and provide the parties' names, the amount of the settlement, and if related to litigation, the case name and a brief description of the case. If unrelated to litigation, describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).**

Agency Response

ODR did not entered into any settlements, and the District did not enter into any settlement on behalf of ODR in FY24 and FY25, to date.

- 19. List the administrative complaints or grievances that ODR received in FY 24 and FY 25, to date, broken down by source.**

Agency Response

ODR received no administrative complaints or grievances in FY24 and FY25, to date.

- 20. Provide a list of total workers' compensation payments paid in FY 24 and FY 25, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.**

Agency Response

ODR did not provide any worker's compensation payments in FY24 and FY25, to date.

Investigations, Audits, and Reports

21. List and describe any ongoing investigations, audits, or reports on ODR or any employee of the Agency that were completed during FY 24 and FY 25, to date.

Agency Response

No ongoing investigations, audits, or reports were completed on ODR or any agency employee during FY 24 or FY 25, to date.

22. Provide a copy of all studies, research papers, reports, and analyses that ODR prepared or funded during FY 24 and FY 25, to date.

Agency Response

Please see Attachments Q22.

23. Identify all recommendations identified by the Office of the Inspector General, Auditor, or other federal or local oversight entities during the previous three years. Provide an update on what actions have been taken to address these recommendations. If the recommendation has not been implemented, explain why.

Agency Response

The Office of Inspector General, Auditor, or other federal agencies have not provided recommendations to the agency in the past three years. Recent recommendations from the DC Council, including solidifying procedures on data collection from sister agencies and strengthening the District-wide ADA Compliance Plan Program, have been established and implemented by ODR during FY 24.

Racial Equity

24. The District defines racial equity as “the elimination of racial disparities such that race no longer predicts opportunities, outcomes, or the distribution of resources for residents of the District, particularly for persons of color and Black residents.”

a. What is ODR’s mission?

b. In the context of ODR’s mission and the District’s racial equity definition, what are three areas, programs, or initiatives within ODR where the Agency sees the most opportunity to make progress toward racial equity?

Agency Response

- a. ODR's mission is to ensure that the programs, services, benefits, activities, and facilities operated or funded by the District of Columbia are fully accessible to, and useable by, people with disabilities. ODR is committed to inclusion, community-based services, and self-determination for people with disabilities. ODR has been designated by the DC Council and Mayor to oversee the implementation of the City's obligations under the Americans with Disabilities Act (ADA) federal mandate, as well as other disability rights laws.
- b. Three areas/programs within ODR where we see the most opportunities include:
 - i. Creating and implementing a meaningful and robust Olmstead Community Integration Plan

ODR is responsible for ensuring the District creates and implements a District-wide Olmstead Community Integration Plan (Olmstead Plan) that supports DC residents with disabilities to live fully integrated lives in the community. A well-crafted Olmstead Plan ensures residents with disabilities, regardless of their racial or ethnic background, have equal access to community-based services and supports. This is crucial in breaking down barriers that might disproportionately affect certain racial groups, ensuring everyone can benefit from the services outlined in the plan. Racial disparities often exist in the rates of institutionalization for individuals with disabilities, and the Olmstead Plan works to reduce these disparities by promoting alternatives to institutional care and advocating for community-based options. By incorporating cultural competence and sensitivity, the Olmstead Plan can better address the unique needs and challenges faced by individuals from different racial backgrounds. Such a plan has just been created and released for 2025-2027 under ODR's leadership in partnership with 24 District agencies and a broad range of community partners and stakeholders. ODR will continue to work with other agencies to track the implementation of the plan.

li. Expanding ODR's Outreach

As part of the ODR's racial equity efforts, the agency continues to expand its outreach efforts to a more diverse group of communities, including the African American community, traditional African Immigrant community, Asian American and Pacific Islander community, and Latino community to let people know of ODR and our services. One crucial step towards racial equity is ensuring that DC's large population of immigrants experiencing language barriers have equal access to information on the Americans with Disabilities Act and disability rights in general. ODR has translated its website into Spanish and Amharic, as well as translating its brochure to Spanish, Amharic, Chinese and Vietnamese, providing these communities with essential resources and information. Additionally, ODR's participation in the annual Latinx Conference on Disabilities, where information and support are offered in Spanish, further contributes to bridging informational gaps for DC residents with disabilities and their families.

lii. Employment First Leadership Workgroup and State as a Model Employer Initiative

Recognizing significant racial disparities in employment-to-population ratios among people with disabilities, ODR's involvement in the Employment First Leadership work group is instrumental. This collaborative effort of 19 DC government agencies aims to

improve systems, programs, and initiatives to create meaningful career opportunities for residents with disabilities. The State as a Model Employer Initiative will specifically address racial disparities in employment outcomes and holds promise in reducing these gaps and advancing the agency towards racial equity.

25. In the past year, what are two ways ODR has addressed racial inequities internally or through the services you provide?

Agency Response

In the past year, ODR intentionally participated in more community engagement events where communities of color are more visible and vibrant. ODR participated in resource fairs, speaking engagements, presentations, and trainings involving under-reached and underserved communities, including Chinese older adults, the Latinx community, and Wards 5, 7 and 8 residents.

Additionally, ODR's role as the Designated State Agency for the DC Developmental Disabilities Council contributes to the District's racial equity efforts. In the past year, DD Council staff participated in the Advancing Racial Equity Training in preparation for launching a Racial Equity Committee in the DD Council. This Committee will engage in an assessment of DD Council policies and practices and create a plan to make changes that will further racial equity. This process will inform opportunities for ODR to engage in a racial equity assessment.

26. Consider one area where ODR collects race information. How does ODR use this data to inform decision-making?

Agency Response

ODR does not specifically collect data on race. However, ODR has noted significant racial disparities in employment outcomes from data reported by the [U.S. Department of Labor, Office of Disability Employment Policy](#), and used this as the driving force behind joining the District's Employment First Leadership Work Group and State as a Model Employer Initiative.

The Developmental Disabilities Council, an independent entity within ODR, collects data on race, as required by its federal funder. The DD Council reports this data annually in its Program Performance Report and uses it to inform work plans and measure success. For example, in 2019, the DD Council co-sponsored the first annual Latinx Conference on Disabilities. The DD Council has upheld its commitment to engagement with the Latinx community and held its 6th Annual Latinx Conference on Disabilities in FY24. These efforts have resulted in an increase in the number of Latinx people with disabilities and family members serving on the DD Council, participating in DD Council activities, and ultimately, receiving needed disability services and supports.

27. How are communities of color engaged or consulted when ODR considers changes to programs or services? Provide one specific example from the past year.

Agency Response

ODR consciously works to involve people of color in important planning work for the agency. Seventy four percent (74%) of DD Council are people of color, and 60% of the members serving the Commission on Persons with Disabilities are people of color. Members receive monthly updates on ODR's work and provide their feedback. ODR incorporates their recommendations in the planning of the agency's work.

The process of creating a meaningful Olmstead Community Integration Plan is another example of consulting communities of color. It involves inclusive and equitable decision-making. In FY24 and the 1st quarter of 2025, ODR actively sought input from individuals with disabilities from various racial and ethnic backgrounds, as well as considering the input of advocacy groups that represent these communities. Involving diverse voices in the planning process contributes to a more comprehensive plan that will lead to more equitable outcomes.

Sexual Harassment

- 28. Explain ODR's procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. List and describe any allegations received by the Agency in FY 24 and FY 25, to date, and whether and how those allegations were resolved.***

Agency Response

On October 31, 2023, Mayor Bowser issued Mayor's Order 2023-131 to update the District Government's sexual harassment policies and procedures. ODR follows the Mayor's Order as well as DCHR's guidelines and procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. There were no allegations received by the agency in FY24 and FY25, to date.

- 29. Has ODR identified a primary and alternate sexual harassment officer ("SHO") as required by Mayor's Order 2023-131 ("Sexual Harassment Order")? If no, why not? If so, provide the names of the primary and alternate SHOs.***

Agency Response

ODR's current primary SHO is Ngoc Trinh, Chief of Staff, and the Alternate SHO is Alison White, Developmental Disabilities Council Executive Director.

- 30. Has ODR received any requests from staff in an otherwise prohibited dating, romantic, or sexual relationship for a waiver of provisions of the Sexual Harassment Order? What was the resolution of each request? If a waiver has been granted, are there limitations on the scope of the waiver?***

Agency Response

ODR did not receive any requests from staff in an otherwise prohibited dating, romantic, or sexual relationship for a waiver of provisions of the Sexual Harassment Order.

Performance Evaluation

31. Does ODR conduct annual performance evaluations of all its employees? If so, who conducts such evaluations? What steps are taken to ensure that all office employees are meeting individual job requirements?

Agency Response

ODR conducts performance evaluations of all its employees. The evaluation is conducted by ODR's 3 managers. ODR managers check in weekly and on an as needed basis with their direct reports, while providing feedback and recommendations to the individual employees relating to their work progress.

32. Provide ODR's FY 24 Performance Accountability Report.

Agency Response

Please see attachment Q32.

33. Explain the staff on-boarding and training process.

- a. *Provide a list training curriculum synopsis (including the training course titles, topics and hours of training under each course title).*
- b. *Provide a list of the trainings/information sessions ODR provided in FY 24 and FY 25, to date.*
- c. *Provide a list of the trainings/information sessions ODR plans to provide in the remainder of FY 25.*

Agency Response

ODR's new employees go through an orientation with DCHR and then with the ODR Chief of Staff to discuss agencies procedures and expectations for their job. They also get on the job training.

Here is a list of training for ODR staff in FY24 and FY25, to date. These trainings will continue to be offered to staff on a rolling basis in FY25.

Training name	Topic	Course Code	Duration	FY24	FY25
MO 2023-131 Sexual Harassment	Mayors Order 2023-131 Sexual Harassment training	BESH23	1 hour	x	x
OCTO Cyber Security (KB4)	Security Awareness Fundamentals	TO0005	2 hours	x	x
Language access training	Language access	HM606	1.5 hours	x	x
BEGA Ethics	Ethic training	511BW	1.5 hours	x	x

ODR staff also takes training based on their roles and professional development needs. Some of them include:

Training name	Topic	Course Code	Duration	FY24	FY25
Advancing racial Equity MSS	Racial equity	AE204	1 hour	x	x
Racial Equity in Practice	Using data for our racial equity work	AE208	1 hour		x
Effective Statements of Work	How to write Statements of Work for OCP	PO1040	6.5 hours	x	
FMLA Coordinator Training	FMLA procedure	FMLA	3 hours	x	x
Using & Managing the DC P-Card	P card training for Card holders	PO1191	5.5 hours	x	x
PASS Buyer	Using PASS to manage requisitions and POs	PO7100	2 hours	x	
Website accessibility Training	Website accessibility Training	N/A	6 hours	x	
DIFS	Using DIFS for accounting and finance management	N/A	4 hours	x	
Graphic design	Basic graphic design skills	N/A	6 hours	x	
Sexual Harassment Officer Training	Sexual harassment training for SHO	643	7 hours	x	
Writing Essential Communications	Essential writing skills	304W	2.5 hours	x	
Managing Up	Helping your supervisor manage you to be successful	412W	2.5 hours	x	
Communicating Non-Defensively	Learning positive communicating techniques	501W	2.5 hours	x	
Giving and Receiving Feedback	How to give and receive feedback to improve performance	520W	2 hours	x	x
Principles of Management	How to manage staff	919W	2 hours	x	
MBTI Myers-Briggs	Learning how your personality type affects work	403W	4 hours	x	
Understanding the DC Budget	Learning how to DC budget process works	931W	3 hours	x	

Other

- 34. Identify all electronic databases maintained by ODR, including the following:**
- A detailed description of the information tracked within each system;**

Agency Response

ODR uses Quickbase as a comprehensive platform to efficiently manage and track a wide range of ADA-related processes and requests. This system is designed to capture and monitor ADA accommodation requests, technical assistance inquiries, and architectural modification submissions, ensuring each request is properly documented and addressed in a timely manner. Additionally, Quickbase serves as a central hub for agencies to submit their ADA compliance plans, streamlining the

process and promoting accountability. By consolidating these functions within a single platform, Quickbase enables ODR to maintain a clear record of activities, facilitate interagency collaboration, and uphold ADA compliance standards across various entities.

- b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and***

Agency Response

Quickbase has been an integral part of ODR's operations for the past 18 years, serving as a reliable platform to support various workflows and processes. Over this time, the system has undergone numerous operational updates to enhance functionality, improve efficiency, and adapt to evolving organizational needs. The most recent update, implemented in 2024, introduced an enhancement to improve the flow of work submitted by the agencies. Technical upgrades and other improvements to Quickbase are maintained by the Office of the Chief Technology Officer (OCTO).

- c. Whether the public can be granted access to all or part of each system.***

Agency Response

The public cannot be granted access to any portion of Quickbase, as it has confidential information of individuals. This restriction ensures the security, confidentiality, and proper functionality of Quickbase, which is specifically designed to support internal operations and workflows. Providing external access could compromise sensitive data or disrupt its intended use, making it essential to limit access to authorized personnel within the organization.

- 35. List all regulations for which ODR is responsible for oversight or implementation. List by chapter and subject heading, including the most recent revision date.***

Agency Response

ODR is responsible for oversight of the District's compliance with the regulations of Titles I and II of the ADA, as well as other federal and local disability rights laws, including the Disability Rights Protection Act of 2006, which created the office. Additionally, the agency assists the District to ensure compliance with the following Mayoral orders and regulations related to these laws:

- *Section 504 of the Rehabilitation Act of 1973. 29 U.S.C. 794 (1978).*
- *Section 1557 of the Patient Protection and Affordable Care Act. 42 U.S.C. § 18116 (2010).*
- *The Fair Housing Act. 42 U.S.C. § 3604.*
- *The Architectural Barriers Act of 1968. 42 U.S.C. §§ 4151-57 (1968).*
- *DC Human Rights Act of 1977. D.C. Code § 2-1401 et seq. (amended Apr 11, 2019).*
- *21st Century Communications Video Accessibility Act. Pub. L. 111-260 (2010).*
- *Mental Health Consumers Rights Protection Act. D.C. Code § 7-1231 (Oct 21, 2001).*
- *DC American Sign Language Legal Recognition. D.C. Code § 38-2431 (Oct 26, 2001).*

- *Mayor's Order 2017-010 on Enhancing Compliance with the Disability Rights Protection Act and the ADA (January 11, 2017).*
- *Mayor's Order 2012-160 on Video Accessibility for Persons who Are Deaf and Hard of Hearing (September 27, 2012).*
- *Mayor's Order 2008-38 on Establishment of the DC Commission on Persons with Disabilities (March 13, 2008).*
- *Mayor's Order 2008-64 on Appointing the Office of Disability Rights as EEO Counselor for Employees with Disabilities (April 17, 2008).*
- *Mayor's Order 2008-69 on Designation of the Office of Disability Rights to Provide Coordination of the ADA Compliance Program for the District Government and Assignment of Related Responsibilities to Other District Government Agencies (April 25, 2008).*

36. Explain the impact on ODR of any federal legislation or regulations adopted during FY 24 and FY 25, to date that significantly affects agency operations or resources.

Agency Response

On April 24, 2024, the U.S. Department of Justice (DOJ) published a final rule updating regulations for Title II of the ADA requiring web content and mobile applications be made accessible to people with disabilities through compliance with the WCAG 2.1 AA standards for accessibility. 28 C.F.R. § 35.200. This requirement clarifies the existing obligation of District government to ensure equal access to its programs, services, and activities online as well as in person. ODR is working with OCTO to understand the scope of work required to bring District agencies into compliance with these requirements by the enforcement deadline of April 24, 2026. This effort will require significant resources and staff operational hours to complete.

Contracting and Procurement

Overall

- 37. List each contract, procurement, and lease entered or extended by ODR during FY 24 and FY 25, to date. For each contract, provide the following information where applicable:**
- a. The name of the contracting party (vendor);*
 - b. A description of the contract, including the end product or service;*
 - c. The dollar amount of the contract, including amount budgeted and amount actually spent;*
 - d. The term of the contract (award date and end date);*
 - e. Whether the contract was competitively bid;*
 - f. The name of the agency's contract monitor and the results of any monitoring activity;*
 - g. The ODR division under which the contract operates;*
 - h. The funding source; and*
 - i. Any long-term contracts and how community input is sought regarding the contract.*

Agency Response

Vendor Name	Services Provided	Amount	Term	Competitive Bid (Yes/No)	Contract Monitor	ODR Division	Funding Source	Long term input
Context Global	Emergency ASL Service	Ordered: \$10,000 Invoiced: \$8,737.50	FY24	No	Ngoc Trinh	ODR	Local	N/A
Pendragwn	Employee Rights Training video	Ordered: \$9,965.00 Invoiced: \$9725.00	FY24	No	Ngoc Trinh	ODR	Local	N/A
Seaberry Designs and Communications	Faces of Olmstead video	Ordered: \$10,000 Invoiced: \$10,000	FY24	No	Ngoc Trinh	ODR	Local	N/A
Toucan Printing and Promo	Pint Community Living Guide	Ordered: \$7,080.0 Invoiced: \$7,080.00	FY 24	No	Ngoc Trinh	ODR	Local	N/A
Columbia Lighthouse for the Blind	Website Accessibility training	Ordered: \$3,500.00 Invoice: \$3,500.00	FY24	No	Ngoc Trinh	ODR	Local	N/A
A Better Choice	Staffing services for a summer intern	Ordered: \$10,000 Invoiced: \$8,664	FY24	No	Alison Whyte	DD Council	Federal	N/A
Pendragwn	Tutorial videos for assessing physical features for ADA compliance	Ordered: \$9,725.00 Invoiced: \$9,725.00	Fy24	No	Ngoc	ODR	Local	N/A
Andean Consulting Solutions (ACSI)	CART services	Ordered: \$1,000 Invoiced: \$800	FY24	No	Alison Whyte	DD Council	Federal	N/A
Andean Consulting Solutions (ACSI)	Interpretation and translation services	Ordered: \$13,000 Invoiced: \$13,000	FY24	No	Alison Whyte	DD Council	Federal	N/A
Bluebay Office	Technology equipment	Ordered and invoiced: \$6,377.45	FY24	No	Alison Whyte	DD Council	Federal	N/A
Carlos Rosario International Public Charter School	Space rental for 6th Annual Latino Conference on Disabilities	Ordered and invoiced: \$3,530	FY24	No	Carla Benitez	DD Council	Federal	N/A
Compass Group USA, Inc. (Occasions Catering)	Catering for the 2023 Employment First Summit	Ordered and invoiced: \$17,750	FY24	No	Alison Whyte	DD Council	Federal	N/A
Gallaudet University Kellogg Conference Center	Space rental and catering for annual orientation, training, and work planning	Ordered and invoiced: \$9,201.60	FY24	No	Alison Whyte	DD Council	Federal	N/A

Vendor Name	Services Provided	Amount	Term	Competitive Bid (Yes/No)	Contract Monitor	ODR Division	Funding Source	Long term input
	for DD Councilmembers							
Massachusetts Developmental Disabilities Council	DD Suite subscription – grants management software for DD Councils	Ordered and invoiced: \$4,380.20	FY24	No	Alison Whyte	DD Council	Federal	N/A
National Association of Councils on Developmental Disabilities	Technical assistance and Council support	Ordered and invoiced: \$4,471	FY24	No	Alison Whyte	DD Council	Federal	N/A
Seaberry Design and Communication	Video coverage of 2023 Employment First Summit	Ordered and invoiced: \$3,550	FY24	No	Alison Whyte	DD Council	Federal	N/A
Seaberry Design and Communication	Public awareness campaign support – The Judith Campaign	Ordered and invoiced: \$5,000	FY24	No	Alison Whyte	DD Council	Federal	N/A
Xerox Corporation	Multifunction copier/printer lease	Ordered: \$4056.36 Invoiced: \$3,936.36	FY24	No	Alison Whyte	DD Council	Federal	N/A
Andean Consulting Solutions (ACSI)	Interpretation and translation services	Ordered: \$10,000 Invoiced: \$0	FY25	No	Luz Collazo	DD Council	Federal	N/A
Massachusetts Developmental Disabilities Council	DD Suite subscription – grants management software for DD Councils	Ordered and invoiced: \$2,950	FY25	No	Luz Collazo	DD Council	Federal	N/A
National Association of Councils on Developmental Disabilities	Technical assistance and Council support	Ordered: \$4,459 Invoiced: \$0	FY25	No	Claire Simon	DD Council	Federal	N/A
Olive Tree Media	AV support for Employment First Summit	Ordered and invoiced: \$5350	FY25	No	Alison Whyte	DD Council	Federal	N/A
Xerox Corporation	Multifunction copier/printer lease	Ordered: \$4,056.36 Invoiced: \$656.06	FY25	No	Carla Benitez	DD Council	Federal	N/A
Andean Consulting Solutions	Interpretation for Employment First Summit	Ordered: \$4,807.60 Invoice: \$4,807.6	FY25	No	Ngoc Trinh	ODR	Local	N/A

38. For all contract modifications made in FY 24 and FY 25, to date, provide:

- a. Name of the vendor;**
- b. Purpose of the contract;**
- c. Modification term;**
- d. Modification cost, including budgeted amount and actual spent;**
- e. Narrative explanation of the reason for the modification; and**
- f. Funding source.**

Agency Response

Vendor	Purpose	Mod. Term	Modification Cost	Reason for Modification	Funding Source
Andean Consulting Solutions (ACSI)	Interpretation and translation services	FY24	Initial PO: \$9,000 PO increased by \$4,000 for a total amount ordered of \$13,000. Total invoiced: \$13,000	The initial PO was set up based on the estimated need for interpretation and translation. Due to successful engagement efforts with culturally and linguistically diverse communities, interpretation and translation costs were greater than anticipated.	Federal – DD Council
Gallaudet University Kellogg Conference Center	Space rental and catering for annual orientation, training, and work planning for DD Councilmembers	FY24	Initial PO: \$8,970.60 PO increased by \$231 for a final PO of \$9,201.60. Total invoiced: \$9,201.60	The vendor quoted the incorrect administrative fee.	Federal – DD Council

39. Provide a list of sole source contracts awarded in FY 24 and FY 25, to date. Explain why each was awarded as a sole source contract.

Agency Response

ODR did not have any sole source contracts in FY24 and FY25, to date.

40. Explain ODR's process for vendor dispute resolution. Provide a list of all protests and disputes filed against the District filed with the Contracting Officer in FY 24 and FY 25, to date. Identify which protests and disputes resulted in formal claims and their outcomes.

Agency Response

ODR did not require vendor dispute resolution in FY24 or FY25, to date.

41. Provide the typical timeframe from the beginning of the solicitation process to contract execution for:

- a. *Contracts and procurements under \$250,000;*
- b. *Contracts and procurements between \$250,000-\$999,999; and*
- c. *Contracts and procurements over \$1 million.*

Agency Response

All ODR's contracts are under \$250,000 and maintain an average processing timeline of 12-20 business days.

42. *Provide the number of contracts and procurements executed by ODR in FY 24 and FY 25, to date. Indicate how many contracts and procurements were for:*
- a. *Under \$250,000;*
 - b. *Between \$250,000-\$999,999; and*
 - c. *Over \$1 million.*

Agency Response

In FY24, ODR had 18 contracts under \$250,000. ODR did not have any contracts over \$250,000.

In FY25 to date, ODR has 6 contracts under \$250,000. ODR does not have any contracts over \$250,000.

Contractor/Provider Accountability

43. *Explain ODR's processes ensuring contractors fully satisfy the requirement of their contract? What specific terms are written into each contract to ensure work is acceptable and, if not, that ODR and taxpayers do not pay for substandard work?*

Agency Response

ODR follows guidelines from OCP for contracts and procurements. The scopes of work for contracts are submitted with the requisitions in PASS where they go through multiple layers of review and approval before a PO is issued. Contract issuance is handled by OCP on behalf of ODR.

44. *Within FY 24 and FY 25, to date, has ODR terminated any contracts? If so, provide a list and brief explanation for each instance.*

Agency Response

ODR did not terminate any contracts in FY24 and has not in FY25, to date.

45. *Within FY 24 and FY 25, to date, has ODR issued any cure notices? If so, provide a list and brief explanation for each instance.*

Agency Response

ODR did not issue any cure notice in FY24 and has not in FY25, to date.

46. Within FY 24 and FY 25, to date, has ODR sued any contractors for breach of contract? If so, provide a list.

Agency Response

ODR did not sue any contractors for breach of contract in FY24 and has not in FY25, to date.

Budget

47. Provide a table showing ODR's Council-approved budget, revised budget (after reprogrammings, etc.), and actual spending, by program, activity, and funding source for FY 24 and FY 25, to date. Detail any over- or under-spending and if the agency had any federal funds that lapsed.

Agency Response

Q47 - FY24 BUDGET AND EXPENDITURES								
			Data					
Program (Parent Level 1) Description	Program Description	Fund Description	Council Approved Budget	Sum of Adjustment	Revised Budget	Sum of Expenditure	Sum of Available Budget	
COMMUNICATIONS	COMMUNICATIONS	LOCAL FUNDS	\$1,000.00	\$0.00	\$1,000.00	\$6,890.00	-\$5,890.00	
COMPLIANCE	DISTRICT LEGAL/REG	FEDERAL GRANTS	\$637,570.00	\$90,757.62	\$728,327.62	\$718,211.23	\$10,116.39	
EVALUATION & COMPLIANCE	EVALUATION & COM	FEDERAL GRANTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		LOCAL FUNDS	\$1,251,384.60	-\$45,000.00	\$1,206,384.60	\$1,265,813.60	-\$59,429.00	
INFORMATION TECHNOLOGY SERVICES	INFORMATION TECH	LOCAL FUNDS	\$3,139.00	\$0.00	\$3,139.00	\$1,579.04	\$1,559.96	
P-CARD CLEARING	P-CARD CLEARING	FEDERAL GRANTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		LOCAL FUNDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
PROPERTY, ASSET, AND LOGISTICS MANAGEMENT	PROPERTY, ASSET, AI	LOCAL FUNDS	\$19,587.50	\$0.00	\$19,587.50	\$18,385.13	\$1,202.37	
TRAINING AND DEVELOPMENT	TRAINING AND DEVE	LOCAL FUNDS	\$192,147.90	-\$35,000.00	\$157,147.90	\$93,202.47	\$63,945.43	
Grand Total			\$2,104,829.00	\$10,757.62	\$2,115,586.62	\$2,104,081.47	\$11,505.15	
Q47 - FY25 BUDGET AND EXPENDITURES								
Values								
Program (Parent Level 1) Description	Program Description	Fund Description	Council Approved Budget	Sum of Adjustment Budget	Revised Budget	Sum of Expenditures & Obligations	Sum of Available Budget	
COMMUNICATIONS	COMMUNICATIONS	LOCAL FUNDS	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	
COMPLIANCE	DISTRICT LEGAL/REG	FEDERAL GRANTS	\$627,570.00	\$0.00	\$627,570.00	\$182,006.45	\$445,563.55	
EVALUATION & COMPLIANCE	EVALUATION & COM	LOCAL FUNDS	\$1,316,637.32	\$0.00	\$1,316,637.32	\$339,754.86	\$976,882.46	
INFORMATION TECHNOLOGY SERVICES	INFORMATION TECH	LOCAL FUNDS	\$3,139.00	\$0.00	\$3,139.00	\$0.00	\$3,139.00	
PAYROLL DEFAULT	PAYROLL DEFAULT	LOCAL FUNDS	\$0.00	\$0.00	\$0.00	\$288.69	-\$288.69	
P-CARD CLEARING	P-CARD CLEARING	FEDERAL GRANTS	\$0.00	\$0.00	\$0.00	\$1,143.00	-\$1,143.00	
		LOCAL FUNDS	\$0.00	\$0.00	\$0.00	\$206.38	-\$206.38	
PROPERTY, ASSET, AND LOGISTICS MANAGEMENT	PROPERTY, ASSET, A	LOCAL FUNDS	\$16,540.50	\$0.00	\$16,540.50	\$3,529.17	\$13,011.33	
TRAINING AND DEVELOPMENT	TRAINING AND DEVE	LOCAL FUNDS	\$88,782.17	\$0.00	\$88,782.17	\$26,384.51	\$62,397.66	
Grand Total			\$2,053,668.99	\$0.00	\$2,053,668.99	\$553,313.06	\$1,500,355.93	

No federal funds lapsed in FY24, and the agency does not anticipate any funds lapsing in FY25.

48. Provide a list of all budget enhancement requests (including capital improvement needs) for FY 24 and FY 25, to date. For each, include a description of the need, the amount of funding requested, and the status of the enhancement.

Agency Response

The agency works with the Office of Budget and Performance Management (OBPM) and the Office of the City Administrator to formulate its FY24 and FY25 budgets. They were reflected in the Mayor's budgets submitted to the Council.

49. List, in chronological order, each reprogramming that impacted ODR in FY 24 and FY 25, to date, including those that moved funds into the Agency, out of the Agency, and within the Agency. For each reprogramming, list the date, amount, rationale, and reprogramming number.

Agency Response

FY24 Reprogrammings					
Date	From	To	Amount	Rationale	Reprogramming Number
5/8/2024	ODR	ODR	10,000	Fed reprogram on the Public Health Workforce from contractual services to personal services to acquire a public health professional	Grant Reprog Adj 32
5/8/2024	ODR	ODR	95,000	Local reprogram from personal services to professional services fees & contracts for translation services, ASL interpretation services, and Disability Rights Career Fair	REPROG-1262

There is no reprogramming in FY25, to date.

50. Provide the details of any surplus in ODR's budget for FY 24, including:

- The total amount of the surplus; and*
- All projects and/or initiatives that contributed to the surplus.*

Agency Response

Q50 - SURPLUS	
Row Labels	Sum of Available Budget
FEDERAL GRANTS	\$10,116.39
DISTRICT LEGAL/REGULATORY COMPLIANCE	\$10,116.39
EVALUATION & COMPLIANCE	\$0.00
P-CARD CLEARING	\$0.00
LOCAL FUNDS	\$1,388.76
COMMUNICATIONS - GENERAL	-\$5,890.00
EVALUATION & COMPLIANCE	-\$59,429.00
INFORMATION TECHNOLOGY SERVICES - GENERAL	\$1,559.96
P-CARD CLEARING	\$0.00
PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERAL	\$1,202.37
TRAINING AND DEVELOPMENT - GENERAL	\$63,945.43
Grand Total	\$11,505.15

51. List and describe any spending pressures ODR experienced in FY 24 and FY 25, to date and any anticipated spending pressures for the remainder of FY 25. Include a description of the pressure and the estimated amount. If the spending pressure was in FY 24 or FY 25, to date, describe how it was resolved, and if the spending pressure is expected in FY 25, describe any proposed solutions.

Agency Response

ODR did not experience any spending pressures in FY24 or FY25 to date and does not anticipate experiencing any spending pressures the remainder of FY25.

52. For FY 24 and FY 25, to date, identify any special purpose revenue funds maintained by, used by, or available for use by ODR. For each fund identified, provide:

- The revenue source name and code;*
- The source of funding;*
- A description of the program that generates the funds;*
- The amount of funds generated by each source or program;*
- Expenditures of funds, including the purpose of each expenditure; and*
- The current fund balance.*

Agency Response

ODR did not have special purpose revenue funds in FY24 or FY25 to date.

53. For FY 24 and FY 25, to date, list any purchase card spending by ODR, the employee making each expenditure, and the general purpose for each expenditure.

Agency Response

Please see attachment Q53.

54. For FY 24 and FY 25, to date, provide the following information regarding ODR's authorization of employee travel:

- a. Each trip outside the region on official business or at agency expense;*
- b. Individuals (by name and title/position) who traveled outside the region;*
- c. Total expense for each trip (per person, per trip, etc.);*
- d. What agency or entity paid for the trips; and*
- e. Justification for the travel (per person and trip).*

Agency Response

Below is information on ODR's authorization of employee travel:

Traveler Name/Title	Year	Location	Total Cost	Payor	Justification
Alison Whyte, Executive Director, DD Council	FY24	Baltimore, MD	\$797.40	DD Council – Federal Funds	2023 TASH Conference
Alison Whyte, Executive Director, DD Council	FY24	St. Charles, MO	\$810.20	DD Council – Federal Funds	Aging with Developmental Disabilities Annual Conference - Presenter
Anjanette Shelby, DD Council Chairperson	FY24	Baltimore, MD	\$472.45	DD Council – Federal Funds	2023 TASH Conference
Bernard Crawford, DD Councilmember	FY24	Norfolk, VA	\$1,773.55	DD Council – Federal Funds	The Learning Community for Person Centered Practices Annual Conference
Kevin Wright, Program Support Assistant, DD Council	FY24	Norfolk, VA	\$1,773.55	DD Council – Federal Funds	The Learning Community for Person Centered Practices Annual Conference
Anjanette Shelby, DD Council Chairperson	FY25	New Orleans, LA	\$2,804.72	DD Council – Federal Funds	2024 TASH Conference - Presenter
Berta Mata, DD Councilmember	FY25	New Orleans, LA	\$2,859.72	DD Council – Federal Funds	2024 TASH Conference - Presenter
Carla McCaskill, Program Support Specialist, DD Council	FY25	New Orleans, LA	\$3,224.72	DD Council – Federal Funds	2024 TASH Conference
Claire Simon, Administrative Support Specialist, ODR	FY25	New Orleans, LA	\$3,224.72	DD Council – Federal Funds	2024 TASH Conference - Presenter
Kevin Wright, Program Support Assistant, DD Council	FY25	New Orleans, LA	\$2,804.72	DD Council – Federal Funds	2024 TASH Conference - Presenter

Shelley Carr-Brown, Public Affairs Specialist, ODR	FY25	New Orleans, LA	\$2,119.25	ODR - Local	2024 TASH Conference - Presenter
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55. Provide a list of all vehicles owned, leased, or otherwise used by ODR including their age, division, and purpose.

Agency Response

ODR does not own or lease any vehicles. When ODR staff needs a vehicle, we use the District's Fleetshare cars or borrow a vehicle from the Office of Risk Management. ODR does not have information on the age of the vehicles. They are used to travel to and from sites to conduct ADA compliance surveys of facilities.

56. For FY 24 and FY 25, to date, list all employees who receive cell phones, personal digital assistants, or similar communications devices at agency expense.

Agency Response

NAME	COMMUNICATION DEVICES	FY24	FY25
Mathew McCollough	Cell phone	x	x
Ngoc Trinh	Cell phone	x	x
Peter Stephan	Cell phone	x	x
Anwar Mahmood	Cell phone	x	x
Susie McFadden-Resper	Cell phone	x	x
Grace Reed	Cell phone	x	x
Shelley Carr-Brown	Cell phone	x	x
Ikeya January	Cell phone	x	
Candace Whitlow	Cell phone	x	
Chidi Ojolie	Cell phone and video phone for ASL	x	
Naquran Smith	Cell phone	x	x
Hallie Simon	Cell phone	x	x
Alison Whyte	Cell phone	x	x
Luz Collazo	Cell phone	x	x
Kevin Wright	Cell phone	x	x
Carla McCaskill	Cell phone	x	x
Clair Simon	Cell phone	x	x

57. Provide a complete accounting of all federal grants ODR received for FY 24 and FY 25, to date, including:

- The amount;*
- The purpose for which the funds were granted; and*
- For FY 24, the amount of any unspent funds that do not carry over.*

Agency Response

FY24 federal grant - \$527,344
FY25 to date federal grant - \$237,892

These funds are granted to carry out the mandate of the Developmental Disabilities Bill of Rights Act of 2000, which is to support systems change, advocacy, and capacity building efforts with people with developmental disabilities and their families in the District of Columbia. There are no unspent funds from any fiscal year that do not carry over.

58. Did ODR receive any grants in FY 24 and FY 25, to date from sources besides the federal government? If so, what was the source and duration of the grant(s), and what was it used to accomplish?

Agency Response

ODR did not receive any grants in FY24 and FY25, to date, from sources besides the federal government.

59. List all grants ODR issued in FY 24 and FY 25, to date.

Agency Response

FY 24 - FY25 DD Council Grants Awarded (7 total):

Organization: American Society for Deaf Children, Inc.
Project Title: Special Education Today: A Leadership, Education, and Advocacy Program for the Latinx Community
Amount: \$25,000

Organization: Ethiopian Eritrean Special Needs Community Inc.
Project Title: Empower Me
Amount: \$25,000

Organization: Quality Trust for Individuals with Disabilities, Inc.
Project Title: Family Ties of DC - Strategic Outreach to Empower Parents
Amount: \$20,000

Organization: RCM of Washington, Inc.
Project Title: Healthy Habits
Amount: \$3,000

Organization: RCM Training and Consulting, LLC.
Project Title: Understanding a Serious Incident Investigation: For Self-Advocates, Families, and Decision Makers
Amount: \$5,000

Organization: School Talk Inc.
Project Title: Careers that Create Change
Amount: \$25,000

Organization: Tsinat Institute, Inc.
Project Title: Leadership Training for Youth with IDD/DD to Build Competitive Employment

Skills and Independent Life
Amount: \$22,000

Inter-Agency Coordination

60. List and provide a copy of all memoranda of understanding (“MOU”) or other written agreements between ODR and other District agencies during FY 24 and FY 25, to date, as well as any MOU currently in force. For each, indicate the date on which the MOU was entered and the termination date.

Agency Response

MOUs in FY 2024

Seller agency	Byer agency	Amount	Service	Date entered	End date
EOM Support Services	ODR	\$6000.00	Support services: Courier and transportation	10/25/2023	9/30/2024
MODDHH	ODR	\$4,637.50	Provide ASL interpretation service for ODR's events	12/18/2023	9/30/2024
DCPL	ODR	\$1260	Space Rental for Employment Summit	10/24/2023	October 2023

MOUs in FY 2025

Seller agency	Byer agency	Amount	Service	Date entered	End date
EOM Support Services	ODR	\$6000.00	Support services: Courier and transportation	10/25/2024	9/30/2024
DCPL	ODR	\$1,840.00	Space rental for Disability Career Fair	10/30/2024	October 2024
DCPL	ODR	\$1,280.00	Space Rental for Employment Summit	10/23/2024	October 2024

See attachments Q60 for a copy of the MOUs.

61. For FY 24 and FY 25, to date, list all intra-District transfers to or from ODR.

Agency Response

FY24 Intra-Districts				
Transfer Amount	FTEs	Receiving Agency (Seller)	Description of Service	FY 2024 Budget Funding: Program/Activity
6,000	-	Executive Office of the Mayor (EOM)	Administrative Support Services	Performanace Management/Evaluation & Compliance
4,638	-	Office of Deaf, Deafblind, and Hard or Hearing (ODDAH)	Accessible Communication	Performanace Management/Evaluation & Compliance
5,010	-	Department of Public Works (DPW)	Fleet Management	Agency Management Program/Property Asset and Logistics Management,
1,000	-	Office of Finance and Resource Management (OFRM)	RTS Non-DC Net	Agency Management Program/Compliance
1,260	-	DC Public Library (DCPL)	Use of DCPL MLK Facility - 2025 Employment First Summit	Agency Management Program/Compliance
17,908	Total - Intra-District Transfers from ODR			
None	Total - Intra-District Transfers to ODR (ODR Seller Agency)			
FY25 -To Date Intra-Districts				
Transfer Amount	FTEs	Receiving Agency (Seller)	Description of Service	FY 2025 Budget Funding: Program/Activity
6,000	-	Executive Office of the Mayor (EOM)	Administrative Support Services	Performanace Management/Evaluation & Compliance
1,840	-	DC Public Library (DCPL)	Use of DCPL MLK Facility - 2025 Disability Career Fair	Agency Management Program/Compliance
1,280	-	DC Public Library (DCPL)	Use of DCPL MLK Facility - 2025 Employment First Summit	Agency Management Program/Compliance
184	-	Department of Public Works (DPW)	Fleet Management	Agency Management Program/Property Asset and Logistics Management,
9,304	Total - Intra-District Transfers from ODR			
None	Total - Intra-District Transfers to ODR (ODR Seller Agency)			

62. Provide a complete accounting for all Interagency Standard Request Form Agreements for FY 24 or FY 25 to date, including:

- Buyer agency and Seller agency;**
- Attributes for the: Services GL – Buyers Program Cost & Cost Center Attributes; Buyers Fund Attributes; and the Buyer Project # - Assigned to Seller;**
- Funding source (i.e., local, federal, SPR);**
- Description of MOU services; and;**
- Total MOU amount, including any modifications.**

Agency Response

FY24 - Accounting for Interagency Standard Request Form Agreements					
Buyer Agency	Seller Agency	Buyer Attributes - Program / Cost Center / Fund / Project	Funding Source	Description of MOU	Total MOU Amount
Office of Disability Rights (ODR)	Executive Office of the Mayor (EOM)	700227 / 70368 / 1010001 / 401533	Local	Administrative Support Services	6,000
Office of Disability Rights (ODR)	Office of Deaf, Deafblind, and Hard or Hearing (JSO)	700227 / 70368 / 1010001 / 402371	Local	Accessible Communication	4,638
Office of Disability Rights (ODR)	Department of Public Works (KT0)	Prog/Cost Ctr: 700227/70367; 100113/70367 / Fund 1010001 / Project 402068	Local	Fleet Management	5,010
Office of Disability Rights (ODR)	Office of Finance and Resource Management (AS0)	100158 / 70371 / 4020002 / 402126	Local	RTS Non-DC Net	1,000
Office of Disability Rights (ODR)	DC Public Library (DCPL)	100158 / 70371 / 4020002 / 401610	Local	Use of DCPL MLK Facility - 2025 Employment First Summit	1,260
FY25 - Accounting for Interagency Standard Request Form Agreements					
Buyer Agency	Seller Agency	Buyer Attributes - Program / Cost Center / Fund / Project	Funding Source	Description of MOU	Total MOU Amount
Office of Disability Rights (ODR)	Executive Office of the Mayor (EOM)	700227 / 70368 / 1010001 / 401533	Local	Administrative Support Services	6,000
Office of Disability Rights (ODR)	DC Public Library (DCPL)	100158 / 70371 / 4020002 / 401610	Federal	Use of DCPL MLK Facility - 2025 Disability Career Fair	1,840
Office of Disability Rights (ODR)	DC Public Library (DCPL)	100158 / 70371 / 4020002 / 401610	Federal	Use of DCPL MLK Facility - 2025 Employment First Summit	1,280
Office of Disability Rights (ODR)	Department of Public Works (DPW)	100113 / 70367 / 1010001 / 402068	Local	Fleet Management	184

63. List the task forces and organizations ODR is a member of, and any associated membership dues paid.

Agency Response

The DD Council, a part of ODR, is a member of the National Association of Councils on Developmental Disabilities, which provides technical assistance, guidance, and support to help DD Councils carry out their federal mandate. The DD Council pays annual membership dues that are calculated based on a formula that considers federal appropriations, population, and need.

64. Describe ODR’s collaboration with the Department on Disability Services (DDS). Include any specific partnerships on programs, initiatives, and events that ODR had with ODR in FY 24 and FY 25, to date.

Agency Response

ODR has worked closely with DDS on multiple events reaching thousands of residents with disabilities. They include the Mayor’s Tech Summit in November 2023, The Mayor’s Career Fair in October 2024, and the Tech Fest in November 2024. The two agencies also worked together on Olmstead planning, as well as refer to each other where appropriate to resolve requests for assistance from residents with disabilities. DDS is a member of the DD Council and a valued partner in several systems change initiatives including, the Supporting Families Community of Practice, Bridging Aging and Disability Networks and Racial Equity Community of Practice, State as a Model Employer Initiative, Vamos DC, Developmental Disabilities Awareness Month Planning Committee, and the Employment First Planning Committee.

65. Describe ODR’s collaboration with the Mayor’s Office of Deaf, Deafblind, and Hard of Hearing. Include any specific partnerships on programs, initiatives, and events that ODR had with MODDHH in FY 24 and FY 25, to date.

Agency Response

ODR and MODDHH partner through the Effective Communication Program (ECP) to ensure ASL interpretation is available for all mayoral and high-profile District events, and ODR interpreting staff step in to support other District functions on an ad hoc basis at MODDHH’s request. The following is a list of events that ODR and MODDHH worked together on in FY24 and FY25, to date:

Date	Event Title	Description	Individuals Reached
2/14/2024	Starbucks' Inclusive Design Store Preview Event	Previewing and promoting accessible design principles in community spaces	30
4/18/2024	Deafblind/Blind and DC Agency Network Day	Sharing resources and receiving community feedback from their lived experiences	15
4/24/2024	2024 ASL Jubilee	Celebrating and recognizing the history and contributions of DC’s Deaf communities	50
9/17/2024	Cultural Competency and Auxiliary Aids Training	Training HSEMA's Disability, Access, and Functional Needs (DAFN) Program members	15
10/22/2024	Dialogue with DDOT: Building an Equitable Transportation Future	Listening to the experiences and creative ideas of District disability communities	20

66. Describe ODR’s collaboration with the Department of Behavioral Health.

Agency Response

ODR and DBH worked closely on all Olmstead-related projects. DBH is an important partnering agency in planning for the District's 2025 – 2027 Olmstead Community Integration Plan. ODR and DBH also worked together to cohost the annual Olmstead Conference that highlights the significance of community integration for District residents with disabilities.

- 67. Describe ODR's collaboration with Department of Youth Rehabilitation Services (DYRS) to ensure residents are afforded their rights under the Americans with Disabilities Act, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act.**

Agency Response

ODR has provided technical assistance to DYRS' ADA Coordinator on numerous calls, and collaborated with the Coordinator to brainstorm solutions to accommodation needs and ensure District employees are afforded their rights under the ADA and related disability rights laws. ODR also worked in 2024 with DYRS' leadership and managers of its youth facilities to organize and facilitate two listening sessions on the concerns and needs of incarcerated youth in the facility. These listening sessions were attended by ODR staff, DYRS facility staff, and incarcerated youth who spoke about ensuring their rights not only to be placed in the most integrated setting appropriate under Title II of the ADA and Section 504 of the Rehab Act, but also regarding the need for educational services under IDEA.

- 68. Describe ODR's collaboration with District of Columbia Public Schools, nonpublic schools for students with disabilities, and public charter schools to ensure residents are afforded their rights under the Americans with Disabilities Act, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act.**

Agency Response

ODR is responsible for oversight of the District's compliance with the regulations of Titles I and II of the ADA, as well as other federal and local disability rights laws (see Response #35). ODR provides information and referrals to students with disabilities at nonpublic schools, but some of these schools are not subject to the Rehabilitation Act because they do not accept federal financial assistance. ODR worked specifically with DCPS to survey the architectural accessibility of 82 of its schools during FY2024 (See Response #2). Additionally, ODR collaborated with DCPS to include it in the new 2025-2027 Olmstead Plan as a partner agency, responsible for education metrics for classroom inclusion under the Employment priority.

Facilities Accessibility

- 69. Explain ODR's collaboration with Department of General Services.**
- a. Does ODR have any procedures or policies with DGS to prioritize facilities issues that are ADA barriers? If so, what are they?**
 - b. Is ODR notified when a work order related to an accessibility issue is approved?**

Agency Response

- a. In FY24, ODR worked with the Department of General Services and requested that they make modification to their work order system and procedures to identify and prioritize facility repair work orders that are related to ADA barriers. DGS confirmed they updated their work order tracking system to provide this option, and ODR has provided training to DGS building managers and others to raise awareness of this feature.
- b. ODR doesn't get notified when a work order related to an accessibility issue is approved.

70. Explain how ODR provides input during the design phase of capital projects. Provide examples from FY 24 or FY 25, to date.

Agency Response

ODR doesn't have an official role in the design phase of capital projects across all District agencies. ODR is in discussion with DCPS on collaboration in the design phases for new DCPS buildings so that we could review and provide feedback on the designs.

In FY24 and FY25, to date, ODR was requested to review and provide feedback on the following projects.

Projects	Agency	FY24	FY25
Shaw Library	DCPL	x	
SE Library	DCPL	x	
Francis Pool house	DPR	x	
Turkey Thicket Recreation Center	DPR	x	
Joy Evans Therapeutic Recreation Center.	DPR	x	
Chevy Chase Recreation Center	DPR	x	
Stead Park Recreation Center.	DPR	x	
One Judiciary Square Rest Room Renovations.	DGS	x	
Lafayette School and Recreation Center / Play areas/ Fields	DGS	x	
MLK Library / Parking	DCPL	x	
DHCD Office MLK Jr. Ave. SE	DGS	x	
Rose Park /Parking	DPR	x	
899 North Capitol Street NE /MOCA-MODDHH offices	DGS		x

71. One of the District's greatest barriers to ADA compliance is elevators that break down often and for long periods of time. This is particularly a problem in our schools when students and educators with disabilities need to access all floors of a facility.

- a. Explain how ODR works with DGS
- b. Explain how ODR works with DCPS and other agencies to ensure accommodations are made for individuals who need to use an elevator.

Agency Response

- a. When ODR receives indication that a DCPS elevator is not operational, the agency immediately contacts and works with the DGS maintenance team responsible for the elevator repairs. ODR consistently follows up with DGS maintenance team for updates until the elevator is operational. The timely repair of the elevator is based on DGS' ability to procure, obtain, and install the required parts so the elevator is back in service. The ADA standards advise and allow that temporary interruptions in service due to maintenance or repairs may be unavoidable, and the District works to take prompt action to effect repairs to avoid any violation of Federal laws and these requirements.¹
- b. ODR advises DCPS and other agencies that Federal and local laws require them to provide alternative methods through reasonable modifications to access their services, programs, and activities for students with disabilities when the standard means of access is not readily available, ensuring equal participation regardless of their disability. For example, a classroom rendered inaccessible for wheelchair users because of a broken elevator could relocate temporarily to an accessible floor until the elevator is repaired and operational given that DGS must take prompt action to effect repairs. As discussed in Response # 69, ODR worked with the Department of General Services and requested that they make modifications to their work order system and procedures to identify and prioritize facility repair work orders that are related to ADA barriers. DGS confirmed they updated their work order tracking system to provide this option, and ODR has provided training to DGS building managers and others to raise awareness of this feature.

72. Another frequent barrier to ADA compliance is non-functioning ADA sensors and doors. This is a particularly a problem in our senior centers and recreation center.

- a. ***Explain how ODR works with DACL and DPR to ensure accommodations are made for individuals who need an accessibility door to enter and leave the facility.***
- b. ***Are agencies allowed to turn off access to accessibility doors for security reasons, such as there are no security cameras or guards at the accessibility entrance/exit?***

Agency Response

- a. Any time ODR receives information on a non-functioning ADA sensors and doors, the agency communicates the issue with DPR and DGS who always promptly respond. ODR recognizes the importance of being proactive, so the agency has provided training for building managers to identify ADA barriers so that they can take action to remove the barriers in a timely manner. ODR advises DACL and DPR to implement options to ensure seniors can access their programs when the sensors and automatic doors are broken by making reasonable modifications to their policies and procedures to provide an accessible entrance to their facilities. As with the elevator issue, and discussed in Response # 69, ODR worked with the Department of General Services and requested that they make modification to their work order system and procedures to identify and prioritize facility repair work orders that are related to ADA barriers. DGS confirmed they updated their work order tracking system to provide this option, and ODR has provided training to DGS building managers and others to raise awareness of this feature.

¹ Source: 2010 ADAAG Standard 407.1 Advisory. "The ADA and other Federal civil rights laws require that accessible features be maintained in working order so that they are accessible to and usable by those people they are intended to benefit. Building owners should note that the ASME Safety Code for Elevators and Escalators requires routine maintenance and inspections. Isolated or temporary interruptions in service due to maintenance or repairs may be unavoidable; however, failure to take prompt action to effect repairs could constitute a violation of Federal laws and these requirements."

- b. Automatic doors are not required by ADA Standards or other related disability rights laws, though ODR encourages the use of automatic doors to provide greater accessibility, particularly for heavier, internal doors. Regardless, federal and District law require agencies to ensure there is an accessible entrance to their facility. To ensure the building entrance is accessible to individuals with mobility disabilities, the agency may need to station a staff member at the heavy door to open it for those who need it or install a doorbell that is monitored by staff who can promptly assist with the heavy doors.

Codified Duties

D.C. Code § 2–1431.04(1) requires ODR to “[c]oordinate and oversee the District’s ADA Compliance Program”.

73. Explain how ODR does so.

Agency Response

ODR coordinates and oversees the District’s ADA Compliance Program through the ongoing data collection regarding each agency’s compliance with Titles I and II of the ADA. ODR requests each agency identify a team of staff across program operations to participate in the collection and review of data, requests each agency’s ADA Coordinator to complete the assessment tool for their agency and then submit that data to ODR for review. ODR ensures ADA Coordinators for each agency are trained to complete the compliance plans, provides technical assistance as needed, and has made on-demand videos available to ADA coordinators on how to survey for ADA compliance. ODR reviews each agency’s submission to ensure ADA compliance and consults with agency leaders on ways to ensure policies and practices are in place to provide full accessibility for individuals with disabilities in all government programs, services, and activities.

In FY2024 and FY2025 to date, 61 out of 74 District agencies under the purview of the Mayor started an ADA Compliance Plan for FY2024 in compliance with the Mayor’s Order 2017-010. 49 agencies completed a plan.

Additionally, ADA Coordinators implement these Plans and ensure ongoing agency compliance with ADA. Please see Question 76 for details on ODR training for agency ADA Coordinators.

ODR will continue to provide training and provide support and technical assistance so that agencies will continue to work on their ADA compliance plans annually to identify barriers and remove those barriers.

D.C. Code § 2–1431.04(2) requires ODR to “[p]rovide ongoing training and technical assistance to agency ADA coordinators”.

74. Provide a list of all agency ADA coordinators. How often is the list of ADA coordinators on ODR’s website updated?

Agency Response

Agency (Acronym)	ADA Coordinator
Alcoholic Beverage and Cannabis Administration (ABCA)	Camille Robinson
Advisory Neighborhood Commissions, Office of (ANC)	Lynard Barnum
Board of Ethics and Government Accountability (BEGA)	Tyrell Dow
Board of Elections (BOE)	Jay Penuel
Commission on the Arts and Humanities (CAH)	David Markey
Child and Family Services Agency (CFSA)	Annie Johnson
Criminal Justice Coordinating Council (CJCC)	Matthew Boucher
Department on Aging and Community Living (DACL)	Teres Gregory
Department of Behavioral Health (DBH)	Mary Campbell
DC Housing Authority (DCHA)	Amy Glassman
DC Health Benefit Exchange Authority (DCHBX)	Laurie Wilkerson
Department of Human Resources (DCHR)	ReJeanna Lewis
DC Office of Lottery and Charitable Games (DCLB)	Nikki Mathis
DC National Guard (DCNG)	Denette Baber
DC Office of Zoning (DCOZ)	Zelalem Hill
DC Office of Police Complaints (DCPC)	Jacqueline Hazzan
DC Public Library (DCPL)	Melody Miller
DC Public Schools (DCPS)	Ahsaki Anokye
DC Retirement Board (DCRB)	Rabinai Carson
District Department of Transportation (DDOT)	Xavier Davis
Department on Disability Services (DDS)	Rachel Phillips
Department of For-Hire Vehicles (DFHV)	Shalonda Frazier
Department of Forensic Sciences (DFS)	Quiyana Hall
Department of General Services (DGS)	Shawn Winslow
Department of Housing and Community Development (DHCD)	Marvin McCoy
Department of Health Care Finance (DHCF)	Felicia Rothchild
Department of Human Services (DHS)	Raemond Parrott (employees) Sheila Jones (residents and constituents)
Department of Insurance, Securities and Banking (DISB)	Katrice Purdie
Department of Licensing and Consumer Protection (DLCP)	Tania Williams
Deputy Mayor for Education (DMED)	Tara Lynch
Deputy Mayor for Health and Human Services (DMHHS)	Ciana Creighton
Deputy Mayor for Planning and Economic Development (DMPED)	Naima Chambliss
Deputy Mayor for Public Safety and Justice (DMPSJ)	Sadie Barrera
Department of Motor Vehicle (DMV)	Lisa Payne

Department of Buildings (DOB)	Tamika Cambridge
Department of Corrections (DOC)	Paulette Johnson
Department of Energy & Environment (DOEE)	Lauren Maxwell
Department of Employment Services (DOES)	Darien Pierce
Department of Health (DOH)	Mildred Anderson
Department of Parks and Recreation (DPR)	Keneysha Anthony
Department of Public Works (DPW)	Marvin Anderson
Department of Small and Local Business Development (DSLBD)	Jenny Cruz
Department of Youth Rehabilitation Services (DYRS)	Arkale Applin
Executive Office of the Mayor (EOM) includes Mayor's Office on LGBTQ Affairs (LGBTQ), Mayor's Office on African Affairs (MOAA), Mayor's Office on African American Affairs (MOAAA), Mayor's Office on Asian and Pacific Islander Affairs (MOAPIA), Mayor's Office on Community Affairs (MOCA), Mayor's Office on Community Relations and Services (MOCRS), Mayor's Office of Deaf, DeafBlind, and Hard of Hearing (MODDHH), Mayor's Office on Latino Affairs (MOLA), Mayor's Office on Religious Affairs (MORA), Mayor's Office on Returning Citizen Affairs (MORCA), Mayor's Office on Talent and Appointments (MOTA), Mayor's Office on Veterans Affairs (MOVA), Mayor's Office on Women's Policy and Initiatives (MOWPI), Office of General Counsel (OGC), Office of Secretary (OS), Office of the Senior Advisor(OSA), Serve DC)	Lonnisha Coates
Fire and Emergency Medical Services (FEMS)	Kenneth Hunter
Homeland Security and Emergency Management Agency (HSEMA)	Lorien Crawley
Metropolitan Police Department (MPD)	Kelli Johnson Alicia Conley
Office of the Attorney General (OAG)	Tameya Postell
Office of Administrative Hearings (OAH)	Qian Zhao
Office of the City Administrator (OCA)	Christina Murphy
Office of the Chief Financial Officer (OCFO)	Sanyu Reason
Office of the Chief Medical Examiner (OCME)	Benita Rouse
Office of Contracting and Procurement (OCP)	Andrea Johnson
Office of Cable Television, Film, Music and Entertainment (OCTFME)	Marcella Hicks
Office of the Chief Technology Officer (OCTO)	Tonya Tart
Office of the DC Auditor (ODCA)	April Bumbrey

Office of Disability Rights (ODR) includes DD Council	Grace Reed
Office of Employee Appeals (OEA)	Sheila Barfield
Office of Human Rights (OHR)	Ayanna Lee
Office of Inspector General (OIG)	Jaime Yarussi
Office of Labor Relations and Collective Bargaining (OLRCB)	Mary Redfearn
Office of Neighborhood Safety and Engagement (ONSE)	Erica Willis
Office of Planning (OP)	Kim Peart
Office of the People's Counsel (OPC-DC)	Rakisha Philson
Office of Risk Management (ORM)	Lashawn Myles
Office of State Superintendent for Education (OSSE)	Sheila Cuthrell
Office of the Tenant Advocate (OTA)	Cynthia Houser
Office of Unified Communications (OUC)	Ingrid Jackson
Office of Victim Services and Justice Grants (OVSJG)	Jessica Harris
Public Employee Relations Board (PERB)	Crystal Davis
Public Service Commission (PSC)	Benita Anderson
Real Property Tax Appeals Commission (RPTAC)	Gizachew Andargeh
State Board of Education (SBOE)	Jennifer Briones
Sentencing Commission, DC (SCCRC)	Mia Hebb
University of the District of Columbia (UDC)	Sheilah Vance

ODR updates the list as information becomes available from agencies.

75. How are agency ADA coordinators selected?

Agency Response

Agency ADA coordinators are selected internally by the agency according to its own staffing and resource needs. Pursuant to the Mayor's Order 2017-010(II)(C), agencies are required to notify ODR of any change to the name and contact information of its ADA Coordinator.

76. What training is provided to agency ADA coordinators?

Agency Response

Pursuant to the Mayor's Order 2017-010(II)(B), ODR requires all agency ADA coordinators to participate in an annual ADA Coordinator training. This comprehensive, two-day training program reviews agency obligations under Titles I and II of the ADA to ensure all agencies comply with ADA requirements on providing employees with reasonable accommodations and providing members of the public with reasonable modifications to policies, practices, and procedures as well as auxiliary aids and services to ensure the accessibility of programs, services, and activities provided by the District government. At the end of this training, ADA coordinators take an examination on the ADA as a check for understanding.

In addition to the annual ADA Coordinator training, ODR hosts a series of smaller brown bag lunch training courses on specific issues of relevance to ADA Coordinators. The topics for

these trainings come from priority areas identified by ADA Coordinators, common complaints received directly by ODR from District employees and members of the public, and common questions answered through ODR's technical assistance provided to agency ADA coordinators, as well as ODR's assessment of needs based on its review of District agencies' ADA Compliance Program data.

- 77. Did any agency have a vacancy in ADA coordinator during FY 24 or FY 25, to date? If so, how does ODR ensure the agency's compliance with the ADA during the vacancy?**

Agency Response

The Mayor's Order 2017-010(II)(C) requires agencies to appoint an ADA Coordinator when there is a vacancy for their agency, and notify ODR of any change to the ADA Coordinator. Because of this requirement, typically ODR does not receive notice of vacancies for ADA Coordinators. In FY24, ODR received one such notification and requested that agency's leadership quickly appoint a new ADA Coordinator. In FY25 to date, ODR has received one such notification. Though no agency compliance issues were raised during these vacancies, ODR would work with agency leadership on any issues that arise during a vacancy.

D.C. Code § 2-1431.04(3) requires ODR to “[p]rovide ongoing training, technical assistance and community resource referrals to agencies to ensure that agency employment practices, services and supports, facilities, telecommunications, and general policies and practices are fully accessible to people with disabilities and meet the requirements of the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act”.

- 78. List all the trainings that ODR provided to District employees and agencies in FY 24 and FY 25, to date. For each training, include the following:**
- a. The name of the training;**
 - b. A description;**
 - c. The agency to which the training was provided;**
 - d. The number of times the training was provided; and**
 - e. The number of attendees for each session.**

Agency Response

In FY2024, ODR provided 37 training events reaching over 2,807 attendees. In FY2025, to date, ODR has conducted 7 training events reaching 206 attendees. The tables below provide more details.

Training Events in FY2024

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
DD Council (DDC)	Employment first Summit	The Summit offered attendees innovative and meaningful sessions and resources	General Public and DC Government employees	99	1
DDC	Orientation for DD Council grantees	Orientation on the DD Council Grants application process and the Developmental Disabilities Assistance and Bill of Rights Act (DD Act) to ensure capacity building, advocacy, and system change through implementing the DD	Grantees, CBOs	25	1
ODR	ADA Coordinator Brown Bag: Mental Health	Brown bag training on Mental health to include guest speakers Richard Bebout (DBH) and Melanie Whetzel from JAN.	ADA Coordinators	75	1
ODR	Grants Management Advisory Council Meeting	Presentation for District's grant managers	Grantees	45	1
ODR	Olmstead Work Group Mtg	Background training on Olmstead requirements under Title II ADA	DC Government Agency Olmstead POC's	20	1
DCHR	DCHR HRA ADA Telework Training	Training the HR Community on Telework as it relates to the ADA	DC gov agency HRAs, ADA coordinators	312	2
DCHR	DCHR Manager Telework Training (Managers)	ADA and Telework	DC Gov agency HRAs, Managers	856	6

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
ODR	Annual ADA Coord. Training Pt 1	ADA Title 1 training	ADA Coordinators	107	1
ODR	DC General Counsel ADA Training Pt 1	ADA Title 1 overview training	DC Gov agency General Counsel and Deputy General Counsels	65	2
ODR	Annual ADA Coord. Training Pt 2	Training of Title II of the ADA	ADA Coordinators	98	1
ODR	ADA Self-Assessment Training	ADA Compliance Plan Requirements	ADA Coordinators	93	1
ODR	ADA Website Accessibility	Training on section 3A of the ADA Self-Assessment.	ADA Coordinators	93	1
ODR	Facility Access Barriers	Training on section 4 of the ADA Self-Assessment.	ADA Coordinators	97	1
ODR	Effective Communication	Training on section 3 of the ADA Self-Assessment.	ADA Coordinators	65	1
DGS	ADA Title II	Training DGS managers on Title II architectural requirements	DGS Building Managers	34	1
ORM	ADA Essentials	General overview of Title I of the ADA	ORM Risk Managers	48	1
DPR	Disability Sensitivity	Training on how to serve people with disabilities; people first language and driver responsibilities	DPR Drivers	15	1
ODR	Complaint, Information, and Technical Assistance (CITA) database Training	Training on how to use the ADA requests and complaint records management database.	DC Gov ADA Coordinators	64	1

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
DDC	ADA for Grantees (DDC/ODR)	General overview of Title I of the ADA	DDC grantees	24	1
ODR	ADA Title I for Managers	General overview of Title I of the ADA	ORM Managers	19	1
ODR	Video Remote Interpretation	Training on how to use the VRI program	ADA Coordinators	60	1
HSEMA	Video Remote Interpretation	Training on how to use the VRI program	HSEMA DAFN Group	15	1
DHS	ADA Title II and VRI	General overview of Title II of the ADA and the use of Video Remote Interpreting	DHS Frontline Staff	401	1

External Training Events in FY2024

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
ODR	Voting Rights and Olmstead	People with Disabilities and Voting Rights. ADA Requirements and Voting Access	Residents Council Presidents Roundtable	16	1
ODR	ADA Title I	General overview of Title I of the ADA	Neighborhood Legal Services Program	20	1
ODR	ADA Titles I and II and Fair Housing Act (FHA)	General overview of Titles I and II of the ADA and FHA	Wheeler Creek Apartments	38	1
ODR	ADA Title 1	General overview of Title I of the ADA	Neighborhood Legal Services Program	40	1
ODR	ADA and FHA training	General overview of the ADA and FHA	Wah Luc House	65	1

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
ODR	Disability Sensitivity	Training on how to serve people with disabilities; people first language and driver responsibilities	So Others May Eat (SOME)	5	1

Training Events in FY2025

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
BEGA	ADA Training (Title I & II)	ADA Title 1 & II overview training	BEGA Staff	25	1
ODR	FHA Training	Overview of the Fair Housing Act	API Senior Center	45	1
MOAPIA	FY25 Grantee Training	ADA Title II Requirements as a District Grantee Recipient	MOAPIA	12	1
MOAA	FY25 Grantee Training	ADA Title II Requirements as a District Grantee Recipient	MOAA	17	1
DCPS	DCPS ADA Training	General overview of Title I of the ADA	DCPS Staff	12	2
MORCA	FY25 Grantee Training	ADA Title II Requirements as a District Grantee Recipient	MORCA	10	1
DMV	Video Remote Interpretation	Training on how to use VRI services	DMV Staff	85	1

79. Describe examples of technical assistance that ODR provided District agencies in FY 24 and FY 25, to date.

- a. Is technical assistance provided when ODR deems necessary or only upon request from an agency?**
- b. In FY 24, and FY 25, to date, how many times did ODR provide technical assistance to District agencies? If the exact number is unknown, provide an estimate and note the number provided is an estimate.**

Agency Response

Some examples of technical assistance ODR provides relates to the interactive process, telework accommodations, authenticating medical verification letters, interpret ADA and other disability rights laws, how to use video relay interpreting, identifying effective accommodations, ADA assessment of physical space for ADA compliance, review design plans, suggestions for removing/modifying architectural barriers, and reassignment.

- a. Technical assistance is provided when ODR deems necessary and upon request from an agency.
- b. ODR provided technical assistance to District agencies regarding their obligations under Titles I and II of the ADA.
 - FY2024 – 161 records
 - FY2025, to date – 72 records

80. Provide examples of community resource referrals that ODR provided District agencies in FY 24 and FY 25, to date.

- a. Are community resource referrals provided when ODR deems necessary or only upon request from an agency?**
- b. In FY 24, and FY 25, to date, how many times did ODR provide community resource referrals to District agencies? If the exact number is unknown, provide an estimate and note the number provided is an estimate.**

Agency Response

ODR rarely refers other agencies to community resources. On the rare occasions that such referrals were made, it was to the Developmental Disabilities Council's grantees. ODR did not track this information However, if a rare occurrence arises, community resource referrals are provided when ODR deems necessary or requested by an agency.

D.C. Code § 2–1431.04(4) requires ODR to “[e]valuate the District’s compliance with the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human

Rights Act; report any deficiencies to the Office of Human Rights; and make recommendations for addressing deficiencies to the Mayor”.

81. How does ODR ensure agencies submit ADA self-evaluations and annual ADA compliance plans, as required by D.C. Code § 2–1431.02?

Agency Response

In FY24, ODR sent instructions to complete the ADA Compliance Plan self-assessment and implementation plan to each agency ADA coordinator. ODR requested these plans be completed by each agency and set a deadline for each agency based on the size and complexity of their departments in collaboration with each agency’s own estimates on needed time, to be submitted no later than the end of 2024. For any agency that did not complete the Compliance Plan by the agreed upon date, ODR sent follow up emails reminding the agency of its obligations under the District law and Mayoral policy. ODR conducts individual outreach to follow up with each agency that has not submitted an annual ADA implementation plan. Throughout the process, ODR provided training, tutorials, and guidance on how to complete the self assessment, as well as provide technical assistance and support on an as needed basis for each agency. ODR also receives support from the Office of the City Administrator for this important work.

82. Explain what ODR does with the information gathered from District agencies’ ADA self-evaluations and ADA compliance plans? Detail any qualitative and/or quantitative analysis ODR conducts with the information.

Agency Response

ODR reviews the plan for completeness and analyzes the data to verify all barriers that have been identified are included in the agency’s implementation plan and have a concrete remedy that fully addresses the identified barrier, a person responsible for the implementation of that remedy, and a reasonable timeline for completion. After this internal analysis, ODR provides feedback to the agencies.

83. Describe how ODR works with other agencies to address ADA compliance deficiencies.

a. Does ODR have the ability to require an agency to take action to remedy a deficiency? If not, does ODR believe such authority would improve the extent of the District’s level of compliance with the ADA?

Agency Response

ODR works collaboratively with other agencies to advise on legal requirements and best practices to remedy any ADA compliance deficiencies. Currently, ODR has no authority under its Establishment Act to require any agency to take any specific action. D.C. Code § 2–1431.03. Rather, as a policy advising entity, ODR has the authority to report findings to the Mayor and/or make referrals to OHR for issues of agency non-compliance. D.C. Code § 2–1431.04(4). This practice is reflected in our current budget and operational structure.

84. What are the consequences, if any, for agencies that do not submit ADA self-evaluations and ADA compliance plans, as required by D.C. Code § 2–1431.02? How are those consequences enforced?

Agency Response

ODR has the authority to report failures to submit ADA Compliance Plans that include self-evaluation and implementation plans to the Mayor and/or make referrals to OHR for issues of agency non-compliance with the ADA. D.C. Code § 2–1431.04(4).

ODR makes clear to agencies that any non-compliance with the ADA is a violation of federal law that could put their agency and the District at risk for litigation. ODR has collaborated with the Office of Risk Management to present ADA compliance requirements to Agency Risk Managers and address ADA compliance from the risk management perspective.

85. Given agencies are required to submit self-evaluations and compliance plans in regard to only ADA compliance, how does ODR ensure agencies' compliance with (1) section 504 of the Rehabilitation Act and (2) the disability rights provisions of the Human Rights Act?

Agency Response

The emphasis and priority of ODR's Establishment Act is on ensuring the District government's compliance with the ADA, as well as related disability rights laws. ODR has emphasized and prioritized District-wide compliance with the ADA because it is the emphasis of its mandate, and because the DC Human Rights Act and Section 504 of the Rehabilitation Act are construed by DC Office of Human Rights and federal and District courts in congruence with the ADA. ODR has been working diligently with agencies through their ADA Coordinators to request that they address and provide updates to ODR on any resolutions.

86. In FY 24, and FY 25, to date, how many deficiencies of the District's compliance with the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act did ODR report to the Office of Human Rights. List the number of deficiencies for each law.

a. Does ODR track the remedy of such violations? If so, in FY 24 and FY 25, to date, how many reported deficiencies were remedied?

Agency Response

ODR did not report individual deficiencies to OHR but shared with OHR the readout report of the District's ADA compliance plan, which lists accessibility barriers. ODR does not track the number of deficiencies by each law.

a. ODR doesn't track the remedy of such violations.

87. In FY 24, and FY 25, how many recommendations to address deficiencies of the District's compliance with the aforementioned laws did ODR make to the Mayor? List

the number of recommendations for each law, provide a summary of each recommendation, and whether the recommendation was implemented.

Agency Response

In FY2024, ODR shared its ADA Compliance Plan assessment results and the status of compliance with the Executive Office of the Mayor. ODR emphasizes to agencies the importance of removing the deficiencies, but it defers to agencies on the best way to address barriers within a reasonable timeframe given the scope of the issue, budget, and agency operations. ODR provides technical assistance and oversight to ensure agencies make adequate progress to remedy identified barriers.

D.C. Code § 2–1431.04(5) requires ODR to “[i]nvestigate actions or inactions of agencies in alleged violation of the ADA, section 504 of the Rehabilitation Act, and make referrals to the Office of Human Rights, as appropriate, of any actions or inactions that may violate the Human Rights Act”.

88. Who can request ODR investigate alleged violations of the aforementioned laws?

Agency Response

Anyone may submit a complaint or request for ODR to investigate alleged violations of the ADA, Section 504 of the Rehabilitation Act, or the DC Human Rights Act. This includes members of the public, as well as agency employees.

89. How can a request for an ODR investigation of an alleged violation of the aforementioned laws be made?

Agency Response

Submitting a complaint or request to investigate with ODR can be done through our online intake form, by phone, by mail, in-person at our office, by fax, or by email, with the information listed below. We provide guidance and assistance with filing complaints through online video instruction as well as staff help via phone, email, and in person.

DC Office of Disability Rights
441 4th Street, NW, Suite 729 North
Washington, DC 20001
Phone: (202) 724-5055
Fax: (202) 727-9484
TTY: 711
Email: ODR@dc.gov
<https://odr.dc.gov/service/agency-ada-coordinators>

90. In FY 24, and FY 25, to date, how many requests for an investigation of alleged violations of the aforementioned laws did ODR receive?

Agency Response

The chart below shows the number of complaints received by ODR for informal dispute resolution.

CITA Category	FY2024	FY2025 to date
Complaints	121	32

91. In FY 24, and FY 25, to date, how many investigations of alleged violations of the aforementioned laws did ODR conduct?

- a. *For each investigation, provide the following:*
 - i. *The law alleged to have been violated;*
 - ii. *The length of time between when the violation was alleged and when ODR initiated the investigation;*
 - iii. *The length of time of the investigation; and*
 - iv. *The determination of whether the law was violated or not.*

Agency Response

ODR reviews the complaints as they are received, works with agencies, and seeks resolution of the issues instead.

92. How many referrals for violations of the aforementioned laws did ODR make to the OHR? List the number of referrals for each law.

- a. *Does ODR follow-up on referrals to OHR to track if referred violations have been remedied?*

Agency Response

ODR made 32 referrals to OHR in 2024 and 14 referrals in 2025. ODR does not track the referral for each law

- a. ODR does not follow up on referrals to OHR.

D.C. Code § 2-1431.04(6) requires ODR to “provide information and referral, legal information, and assistance with filing complaints with the Office of Human Rights to individuals who have questions about disability rights or are experiencing obstacles to receiving services”.

93. In FY 24, and FY 25, to date, how many times did ODR provide such information to District residents?

Agency Response

The chart below shows the number of times ODR provided information and technical assistance in FY2024, and FY2025 to date.

CITA Category	FY2024	FY2025 to date

Information and Technical Assistance	354	108
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94. In FY 24, and FY 25, to date, how many times did ODR refer District residents to OHR?

Agency Response

The chart below shows the number of times ODR referred an individual to the DC Office of Human Rights in FY2024, and FY2025 to date.

CITA Category	FY2024	FY2025 to date
Referrals to OHR	32	14

95. In FY 24, and FY 25, to date, how many times did ODR assist District residents with filing complaints with the OHR?

Agency Response

ODR makes referrals to the Office of Human Rights which assists District residents with filing complaints as needed in compliance with the ADA.

Other

96. Explain ODR's process for developing the District's Olmstead Community Integration Plan. Highlight any additions or updates made in the 2025-2027 plan.

Agency Response

During 2024, ODR spearheaded the development of the District's Olmstead Plan for the next three years. The new plan reflects the District of Columbia's ongoing commitment to advancing community integration for individuals with disabilities, ensuring access to services and support that allow them to live, work, and thrive in the community of their choice. The District of Columbia is committed to ensuring that people with disabilities have access to services and programs in the most inclusive and integrated settings possible, as also required by the Americans with Disabilities Act (ADA). District law requires ODR to plan and implement a District Olmstead Plan. In addition to the three priorities covered under the previous plans, i.e. Housing, Healthcare and Wellness, and Employment, the new plan also includes Transportation, with 82 metrics, and 82 benchmarks.

ODR identified points of contact for relevant District agencies to provide feedback on programs and metrics that need improvement, and solicited community input from direct and indirect outreach to community stakeholders. ODR organized a working group and a series of town hall meetings for a continuous dialogue through three iterations of the plan. This plan is therefore the result of a collaborative effort involving a diverse group of

stakeholders including 24 District agency partners, nonprofit organizations, advocates, and over 400 community members who contributed invaluable insights, expertise, and feedback during the planning process. Pursuant to ODR's Establishment Act, ODR worked actively with the Mayor's Commission on Persons with Disabilities and kept them informed and engaged throughout the Olmstead planning. The final, published DC Olmstead Community Integration Plan 2025–2027 is available at <https://odr.dc.gov/page/olmstead>.

97. Provide an update on the state of accessibility of District government websites.

- a. Describe any work ODR has done with the Office of the Chief Technology Officer in FY24 and FY25, to date to ensure District websites are accessible.**
- b. Does ODR keep lists of District websites that are and are not deemed accessible?**

Agency Response

According to OCTO's Site Improve report that tracks 124 District websites, as of November 1, 2024, only one District website is fully compliant with WCAG 2.1 AA. The average is 85.9% compliant, with 1,496 issues across more than 87,000 pages, and 40,866 PDFs with issues across these tracked websites.

- a. Previously, in partnership with OCTO, ODR created a [Web Accessibility Guide in 2013](#), which serves as an instruction manual when creating new District government websites and ensuring those currently published adhere to the required standards. More recently, in partnership with OCTO, ODR has provided technical assistance and Section 508 recommendations to agencies regarding their websites. Agencies continue to make strides in making their web content and materials more accessible by properly converting PDFs from Word documents (instead of scanning documents from copier machines) and uploading them to their websites, providing appropriate alt tags and descriptions to graphics and photos, displaying wording in consistent font and proper color contrast, and developing easy to navigate websites.

In FY2025, ODR will work with OCTO regarding the implementation of the new requirements for web content accessibility pursuant to Title II of the ADA. OCTO will continue to take the lead on this initiative, however ODR will consistently consult with OCTO to ensure the requirements are met according to the ADA.

- b. ODR does not keep an ongoing list of websites that are not deemed accessible. OCTO conducts ongoing audits of District agency digital presences that are shared with each agency to ensure full accessibility for District web content and digital apps.

98. Explain how the public should report violations of the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act to ODR.

Agency Response

Submitting a complaint or request to investigate with ODR can be done through our online intake form, by phone, by mail, in-person at our office, by fax, or by email, with the information listed below. ODR provides guidance and assistance with filing complaints

through online video instruction as well as staff help via phone, email, and in person.

DC Office of Disability Rights
441 4th Street, NW, Suite 729 North
Washington, DC 20001
Phone: (202) 724-5055
Fax: (202) 727-9484
TTY: 711
Email: ODR@dc.gov
[ADA Coordinators webpage](#)

99. Explain why ODR and not MODDHH is responsible for the Mayor's sign language interpretation.

Agency Response

ODR is designated as the ADA Compliance Office for the District government, and the agency is required to fulfill the "Effective Communication" mandate under Title II of the ADA. Additionally, ODR is charged with ensuring that programs and services are fully accessible during emergency activities, including the presence of ASL interpretation services during Mayor Bowser's press conferences. The two ASL interpreters within ODR are designated as emergency personnel and expected to support Mayor Bowser during emergency events.

ODR and MODDHH were created under two individual mandates:

- i. ODR serves as the ADA Compliance Office and protects the civil rights of all individuals with disabilities.
- ii. MODDHH provides community services, education, and information to and on behalf of the Deaf community.

100. Did any emergency announcements from the Mayor not have Sign Language Interpretation Services during FY 24 and FY 25, to date?

Agency Response

In FY24 and FY25 to date, there was only one Mayor's press conference that did not have sign language interpretation. The press event was called in response to a gas explosion in Anacostia in January 2024 while the Mayor was at a prescheduled event, and the ASL interpreter was at this event interpreting for both the live broadcast and the Deaf attendees present.

After the incident, ODR and relevant agencies have discussed and put in place a procedure and channels of communication for emergency response. These adjustments have proven effective, as all emergency announcements from the Mayor have had sign language interpretation services since.

101. Does the District government have resources detailing private businesses' obligations under the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act? If so, provide them. If not, what agency or

agencies should private businesses contact to seek guidance on their obligations under these laws?

Agency Response

Yes, the District government has resources detailing private businesses' obligations under the disability rights provisions of the Human Rights Act. Please see the [DC Office of Human Rights training resources](#) for more information. Additionally, businesses may contact the federal Department of Justice's [ADA Information Line](#) which help businesses understand the ADA, answer questions, and provide technical assistance.