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Council Standard Questions

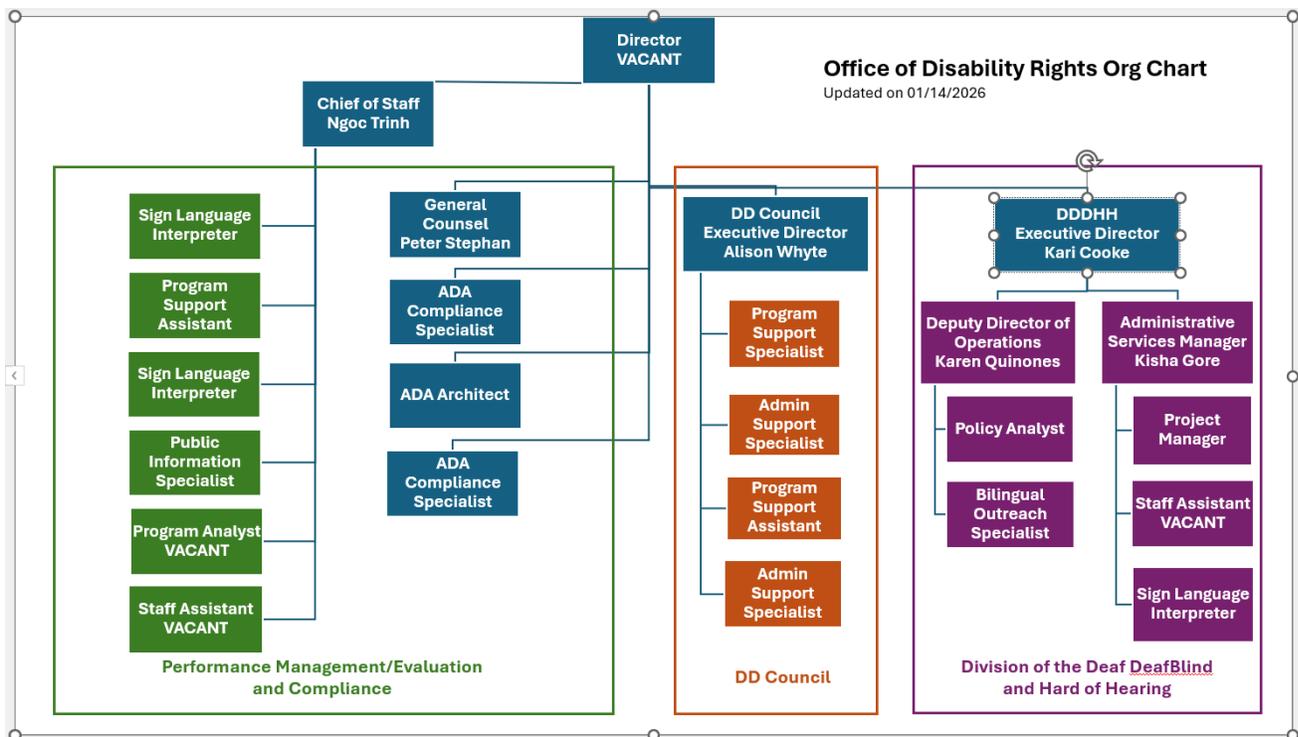
Governance and Personnel

1. Please provide a complete and current organizational chart for the agency and each division and subdivision within the agency, including:

- a. The names and titles of all senior personnel;**
- b. A description of the roles and responsibilities for each division and subdivision;**
- c. A narrative explanation of any changes to the organizational chart made in the last calendar year; and**
- d. An indication of whether any positions in the chart are vacant.**

Response:

Please see organizational chart below.



a. The names and titles of all senior personnel:

Response:

See org chart above for names and titles of senior staff.

b. A description of the roles and responsibilities for each division and subdivision;

Response:

There are three divisions within ODR:

- **Performance Management/Evaluation and Compliance** – promotes the accessibility of District of Columbia government programs and services for individuals with disabilities by coordinating and overseeing a District-wide compliance program. It evaluates the District's compliance with the Americans with Disabilities Act (ADA) and other federal and local disability-related laws to ensure access to government programs and services for people with disabilities. It provides information through published literature and provides assistance and referrals to individuals who have questions about disability rights or are experiencing obstacles to receiving services and ongoing training and technical assistance to the agency's ADA coordinators and personnel. It also provides informal dispute resolution on actions or inactions of agencies in alleged violation of the ADA, the District of Columbia Disability Rights Protection Act, and other disability-related civil rights legislation.
- **Developmental Disabilities Council** - strengthens the voice and presence of people with developmental disabilities and their families in DC in support of greater independence, inclusion, empowerment, and the pursuit of life as they choose. The Council creates change that eliminates discrimination and removes barriers to full inclusion, diversity, and equity through its advocacy.
- **Division of the Deaf, DeafBlind, and Hard of Hearing** – advances the adoption of laws, policies, and programs, increases public awareness of the resident's needs and issues, provides outreach, training, and education in service to and the benefit of the deaf, deafblind, and hard of hearing community,

c. A narrative explanation of any changes to the organizational chart made in the last calendar year;

Response:

Starting October 1, 2025, and pursuant to D.C. Act 26-148, the Office of Deaf, DeafBlind and Hard of Hearing merged into ODR and became a third division of the agency.

d. An indication of whether any positions in the chart are vacant.

Response:

See organization chart for four (4) vacant positions.

2. Please provide a complete, up-to-date list of contract workers working directly for your agency, ordered by program and activity, and including the following information for each position:

- a. **Title of position;**
- b. **Indication that the position is filled or vacant;**
- c. **Date employee began in the position;**
- d. **Whether the position must be filled to comply with federal or local law;**
- e. **If applicable, the federal or local law that requires the position be filled;**
- f. **The entity from which they are contracted; and**

g. The contracted annual cost.

Response:

ODR does not have any contract workers working directly for our agency.

3. Please provide, for each month of FY 25 through FY 26 to date, the net number of personnel separated from and hired to the agency.

Response:

Please reference the table below.

Month/Year	Net separated	Net hired
October 2024	0	0
November 2024	0	0
December 2024	0	1
January 2025	0	0
February 2025	0	0
March 2025	0	0
April 2025	0	0
May 2025	0	0
June 2025	0	0
July 2025	0	0
August 2025	0	0
September 2025	0	0
October 2025	0	0
November 2025	0	0
December 2025	0	0
January 2026	2	0

4. Does the agency 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?

Response:

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

5. Please provide the following for each collective bargaining agreement that is currently in effect for agency employees:

- a. The bargaining unit (name and local number);***
- b. The start and end date of each agreement;***
- c. The number of employees covered;***
- d. Whether the agency is currently bargaining;***
- e. If currently bargaining, anticipated completion date;***

- f. **For each agreement, the union leader’s name title and contact information; and**
- g. **A copy of the ratified collective bargaining agreement.**

Response:

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

- 6. Please list all employees currently detailed to or from your agency. For each detailed employee, include:**
- a. **The reason for the detail;**
 - b. **The job duties if detailed to your agency;**
 - c. **The start date of detail;**
 - d. **The agency the employee is detailed to/from; and**
 - e. **The projected date of return.**

Response:

ODR does not have any employees currently detailed to or from the agency.

- 7. Please provide a copy of your agency’s Schedule A, as of the date of receipt of this questionnaire.**

Response:

Please see attachment 7.

- 8. Please provide a list and description of all memorandums of understanding and memorandums of agreement in effect during FY 25 and FY 26, to date.**

Response:

Please reference the table below.

MOUs in FY25

Seller agency	Buyer agency	Amount	Service
EOM Support Services	ODR	\$6,000.00	Support services: Courier and transportation
DCPL	ODR	\$1,840.00	Space rental for Disability Career Fair
DCPL	ODR – DD Council	\$1,280.00	Space Rental for Employment Summit

DCPL	ODR	\$1,100.00	Space rental for 35 th anniversary of the ADA Celebration
DCPL	ODR – DD Council	\$1,120	Space Rental for DD Councilmember Annual Training

MOUs in FY26 to date

Seller agency	Buyer agency	Amount	Service
EOM Support Services	ODR	\$8,000.00	Support services: Courier and transportation
DCPL	ODR – DD Council	\$1,640.00	Space Rental for Employment Summit
ODR	CAH	\$10,000	Managing ECP Services for CAH
ODR	DC Council	\$40,000	Managing ECP Services for the DC Council
ODR	OAH	\$2,000	Managing ECP Services for OAH
ODR	OANC	\$21,000	Managing ECP Services for OANC

Finance and Budget

9. Please provide a status report, including timeframe of completion, for all projects for which your agency currently has capital funds available.

Response:

ODR does not have any projects with capital funds.

10. Please provide copies of all budget enhancement requests (The Form B or similar form) submitted in the formulation of the FY 25 and FY 26 proposed budgets.

Response:

This request asks for information that is protected from disclosure by the deliberative process and executive privileges.

11. Please list all budget enhancements in FY 26 and provide a status report on the implementation of each enhancement.

Response:

ODR did not receive any budget enhancement for FY26.

12. Please fill out the attached spreadsheet titled "Question 12 Grants Received," and list all federal and/or private grants received by your agency in FY 25 and FY 26 to date, current balances, and indicate any that lapsed during or at the end of [previous fiscal year].

- a. Please submit the completed document in both Excel and PDF formats.***
- b. Please include your Agency Code in the filename (e.g., question_12_AB0_2026.xls).***

Response:

ODR did not receive any grants in FY25 and FY26, to date. See the following attachments for FY25 and FY26 to date grants received by DD Council:

- Question 12_JR0_Grants Received.xlsx
- Question 12_JR0_Grants Received_FY25.pdf
- Question 12_JR0_Grants Received_FY26.pdf

13. List all grants issued by your agency in FY 25 and FY 26, to date in the attachment labeled "Question 13 Grants Issued".

- a. Please submit the completed document in both Excel and PDF formats.***
- b. Please include your Agency Code in the filename (e.g., Question_13_AB0_2026.xls).***

Response:

ODR did not issue grants in FY25 and FY26, to date. See the following attachments for FY25 grants issued by DD Council. No grants were issued in FY26 by DD Council.

- Question 13_JR0_Grants Issued.xlsx
- Question 13_JR0_Grants Issued_FY25.pdf

Operations

14. Please provide the Committee with a list of all vehicles owned or leased by the agency; the purpose of the vehicle; the division the vehicle is assigned to, if applicable; and whether the vehicle is assigned to an individual employee.

Response:

ODR does not own or lease any vehicle.

15. For each objective and activity in the agency's FY 25 Performance Plan, please list:

- a. **The measure of greatest improvement for the agency, and the actions the agency took to improve that measure's outcome, efficiency or quantity; and**
- b. **For all measures with missed targets (if any), explain the actions the agency is taking to improve that measure's outcome, efficiency, or quantity.**

Response:

See below:

- a. See attachment FY25 PAR report – ODR that includes ODR's objectives and activities with KPI measures. The following is an update on the agency's key performance indicators for FY2025

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

Fiscal Year 2025 Target	FY25 outcome
90%	96.08%

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

Fiscal Year 2025 Target	FY25 outcome
90%	97.67%

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

Fiscal Year 2025 Target	FY25 Outcome
1,200	1,510

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

Fiscal Year 2025 Target	FY25 Outcome
90%	96.88%

- E. Employment-focused outreach events.

Fiscal Year 2025 Target	FY25 Outcome
8	12

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

Fiscal Year 2025 Target	FY25 Outcome
100	117

To meet and make improvements for 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 training and outreach work.

b. ODR did not have any missed KPIs in FY25.

16. List all new objectives, activities and projects in the agency's [current fiscal year] Performance Plan and explain why they were added.

Response:

In the current fiscal year, ODR does not have new objectives and activities but there are new KPI measures and projects added to our performance plan due to the ODDHH's merger into ODR as a new division:

New KPIs:

- Percentage of ECP requests fulfilled.
- Percentage of satisfactory or above ratings on ECP services.
- Number of DDDDBHH Ambassadors volunteered to support program/resource/service delivery.

New projects:

- **Effective Communication Program:** Provide ECP services in a timely manner to all District agencies under the Mayor's authority, independent agencies, and the D.C. Council.
- **Effective Communication Technical Assistance Program:** Provide ongoing training and guidance/technical assistance to agencies on effective communication assessment and implementation; provide expert advice on best practices in the use of auxiliary aids and services to ensure equal access to programs and services and employment for people with disabilities.
- **Ambassador program** The Ambassador Program connects Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened individuals with meaningful volunteer opportunities through the Division of the Deaf, DeafBlind, and Hard of Hearing (DDDBHH). The program also provides students and emerging professionals in fields such as Interpreter Training, Social Work, International Development, Government, and Communication Studies with valuable hands-on experience and observation hours, particularly in the context of public service and government accessibility. By fostering inclusive engagement and professional development, the program supports workforce readiness and leadership among both Deaf and Hard of Hearing communities and their future allies in service-oriented careers.

- 17. Describe problems and challenges, including chronic maintenance issues and design flaws, in agency-owned or leased facilities.**
- a. What capital or operating projects arose from these issues in FY 25 and FY 26 to date, including cost and actions taken?**

Response:

The problems and challenges including maintenance at 441 4th Street NW where ODR is located include:

- **External access:** This facility is occupied by various DC Government agencies. Vehicles dropping off or picking up people from the building or parked government vehicles often block curb ramps, blocking a clear path of travel for pedestrians and people with disabilities.
- **Parking:** Parking is provided in the garage under the building. Accessible parking is not provided as per 2010 ADA Standards for accessible design and accordingly the parking bays need to be redesigned to be accessible. Some protruding objects need to be relocated to be accessible.
- **Main entrance front doors:** The accessible entry door in the front often breaks down and requires frequent maintenance and repairs.
- **Doors in the corridors:** Some doors providing access to the fire escape stairwells have round doorknobs which are inaccessible and need replacement.

ODR has reported these issues to DGS and created tickets in the work order system. Fixing problems in the building's common areas are handled by DGS. ODR is not involved in information relating to the cost or actions taken to address these issues.

- 18. Please list each new initiative implemented by the agency during FY 25 and FY 26 to date. For each new initiative, please provide:**
- a. A description of the initiative;**
b. Actual start date;
c. Actual or anticipated end date;
d. The funding required to implement the initiative;
e. Whether the initiative was mandated by legislative action;
f. Problems or challenges faced in the program's implementation;
g. The metrics the agency is collecting to measure the initiative's success; and
h. An assessment of the initiative's success thus far.

Response:

ODR started one new initiative in FY25 and does not have new initiatives planned for FY26.

- a. A description of the initiative**

ADA training for new employees: In FY25, ODR developed a mandatory training for all new District employees on ADA rights and partnered with DCHR to include it as part of the onboarding contents DCHR provides for new District employees.

- b. **Actual start date:** October 15, 2024
- c. **Actual or anticipated end date:** Ongoing
- d. **The funding required to implement the initiative:** There is no NPS cost for this project because ODR partnered with DCHR who helped ODR produce the video for the training based on ODR's training materials. Currently the training video is being used to train new employees at each DCHR's new employee orientation and there is no cost associated with it.
- e. **Whether the initiative was mandated by legislative action:** No
- f. **Problems or challenges faced in the program's implementation:** ODR did not encounter a problem or challenge for this project.
- g. **The metrics the agency is collecting to measure the initiative's success:** Number of employees trained.
- h. **An assessment of the initiative's success thus far:** This is one of ODR's great achievements in FY25. With the training developed and used by DCHR at the new employee orientations, each year, between 6,000 to 7,000 new employees will receive training on ADA rights on the first day they join the District government.

19. Please list any legislation that impacts your agency from FY 25 and FY 26 and provide a status report on the agency's implementation related to each piece of legislation.

Response:

ADA Title II Web Accessibility Rule (28 C.F.R. § 35.200): 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. At ODR's request, OCTO is taking the lead to bring District agencies into compliance with these requirements by the enforcement deadline of April 24, 2026. This effort has required significant resources and staff operational hours to complete through the District's website redesign process, along with ODR's training and technical assistance for agencies to understand the scope of requirements for their own web apps and apps.

20. Customer feedback:

- a. ***How does the agency solicit feedback from customers (i.e., District residents served)? Please describe.***
- b. ***What has the agency learned from this feedback?***
- c. ***How has the agency changed its practices because of such feedback?***

Response:

Please reference below.

- a. ODR does not provide frontline services to District residents, but the DC Developmental Disabilities Council (DDC), which is housed in ODR, solicits feedback regularly from District residents. The DDC conducts ongoing evaluation efforts to assess satisfaction and outcomes of DDC-planned or funded programs. The outcomes measured primarily relate to advocacy and leadership skill-building, disability awareness and acceptance, and overall quality of support provided to the community. This feedback is collected through surveys, debrief meetings, grantee reports, and 1:1 or small group conversations.

In FY25 and FY26 to-date, the DDC has conducted 10 community listening forums to gather information about community needs and strengths. This information will determine the goals and activities that will be included in the DDC's FY27 - FY31 State Plan. Feedback received by DD Council is shared with ODR for further review and planning. In addition to that, ODR solicits feedback from people who receive trainings from us. ODR also solicits and receives community feedback from its Commission.

- b. From this feedback we have learned ways to improve on our trainings. From community feedback, ODR has learned the priorities raised by District residents vary, but they always revolve around improving systems or opportunities to have a good life – meaningful employment, quality education, secure housing, healthy living, reliable transportation, high quality services with a robust direct care workforce, caregiver support, compassionate support to navigate service systems, future planning resources, inclusive and accessible recreational and leisure activities, quality healthcare, and fulfilling relationships.

In addition to learning about what issues are important to District residents, the DDC has learned strategies for ensuring that the process of gathering feedback is inclusive and accessible. Giving multiple ways for people to give feedback is necessary. DC residents may provide feedback by completing a hard copy survey or a virtual survey through Microsoft Forms, participating in a debrief meeting, submitting feedback via email or letter, or some other format. The DDC aims to translate surveys into multiple languages, most commonly Spanish and Amharic, and also provides accommodations when needed. The DDC welcomes both open-ended feedback and targeted feedback on specific questions related to programs or activities.

- c. As a result of the feedback received, ODR has revised its training materials to improve the efficacy of trainings. The DDC uses community feedback to improve regular activities or to propose new activities to address an unmet need. On a larger scale, the DDC uses feedback to determine the goals and activities that will be included in the Five-Year State Plan. For example, after the first two Employment First Summits, the DDC received feedback that student engagement was limited. In response, the Employment First Planning Committee prioritized building stronger relationships with schools to make the

Summit more accessible to students. As a result of these efforts, the 2025 Employment First Summit achieved the highest level of student participation to date.

Laws, Audits, and Reports

21. Please identify any legislative modifications that would enable the agency to better meet its mission.

Response:

ODR has not identified any legislative modifications that would enable the agency to better meet its mission.

22. Please identify any regulatory impediments to your agency's operations.

Response:

There is no regulatory impediment to ODR's operations.

23. Please list and describe any ongoing investigations, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY 25 and FY 26 to date.

Response:

There were no investigations, studies, audits, or reports on ODR or any ODR employee during FY25 and FY26 to date.

24. Please identify and provide an update on what actions have been taken to address all recommendations made during the previous three years by:

- a. Office of the Inspector General;**
- b. D.C. Auditor;**
- c. Internal audit; and**
- d. Any other federal or local oversight entities.**

Response:

There were no actions taken because there were no recommendations made during the previous three years by Office of the Inspector General, D.C. Auditor; internal audit; and other federal or local oversight entities.

- 25. Please list all pending lawsuits in which the agency, or its officers or employees acting in their official capacities, are named as defendants, and for each case provide the following:**
- a. The case name;**
 - b. Court where the suit was filed;**
 - c. Case docket number;**
 - d. Case status; and**
 - e. A brief description of the case.**

Response:

There are no pending lawsuits naming ODR as a party.

- 26. Please list the total amount of money the agency or the District, on behalf of the agency, expended to settle claims against it, or its officers or employees acting in their official capacities, in FY 25 and FY 26 to date.**

Response:

There was no money expended because there was no claim settlement against the agency, or its officers or employees acting in their official capacities, in FY25 and FY26 to date.

- 27. Please list each settlement the agency or the District, on behalf of the agency, entered into in FY 25 and FY 26 to date that involved claims against the agency, or its officers or employees in their official capacity, including any settlements covered by D.C. Code § 2-402(a)(3). For each settlement, provide:**
- a. The amount of the settlement;**
 - b. If related to litigation, the case name and brief description; and**
 - c. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).**

Response:

There was no claim settlement against the agency, or its officers or employees acting in their official capacities, in FY25 and FY26 to date.

- 28. Please list all administrative complaints or grievances that the agency received in FY 25 and FY 26 to date. For each complaint, list:**
- a. The source of complaint;**
 - b. The process utilized to respond to the complaint or grievance;**
 - c. Any changes to agency policies or procedures that resulted from the complaint or grievance; and**
 - d. If resolved describe the resolution.**

Response:

ODR received no administrative complaints or grievances in FY25 and received one administrative complaint received in FY26 to date. For this one complaint:

- a. The source was an ODR employee.

b. ODR handled the complaint by referring it to ODR's General Counsel because it involved allegations of legal violations. ODR's General Counsel conducted a thorough review, conducting interviews with agency staff that were alleged to have been involved in the matter, as well as a review of the agency documentation regarding the incident. ODR's General Counsel determined there was no legal violation and responded to the complainant with a summary of the allegations, a factual summary of what was found during the review, and an offer to discuss in a meeting if the employee wished to discuss the matter further. The employee elected to have a meeting.

c. No changes to agency policies or procedures resulted from the complaint, but ODR is issuing guidance to reinforce compliance with federal and District mandates.

d. ODR is working on a guidance document to be issued to all ADA Coordinators.

- 29. Is the agency currently party to any active non-disclosure agreements? If so, please provide all allowable information on all such agreements, including:**
- a. The number of agreements;**
 - b. The department(s) within the agency associated with each agreement; and**
 - c. Whether any agreements are required for specific positions (please list each position by division and program and indicate whether the position is contracted)**

Response:

ODR is not currently a party to any active non-disclosure agreements.

Data

- 30. In filterable and sortable spreadsheet (see attached template), please list all electronic databases maintained by your agency, including the following:**
- a. A detailed description of the information tracked within each system;**
 - b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and**
 - c. Whether the public can be granted access to all or part of each system.**

Response:

Please see attachment 30.

- 31. Please provide a list of all studies, research papers, and analyses (“studies”) the agency or an agency’s employee requested, prepared, presented or contracted for during FY 25. For each study please list:**
- a. The status;**
 - b. The purpose; and**
 - c. A link (if published) to the study, research paper or analysis.**

Response:

There are no studies, research papers, or analyses (“studies”) ODR or an agency’s employee has requested, prepared, presented or contracted for during FY25.

Committee Specific Questions

Office of Disability Rights

Mission, Regulations, and Staffing

32. Identify ODR's current mission statement.

Response:

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.

33. List all regulations for which ODR (including DDDDBHH) is responsible for oversight or implementation. List by chapter and subject heading, including the most recent revision date.

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).

34. List and describe any regulations promulgated by ODR in FY 25 and FY 26, to date, and the status of each.

Response:

No regulations were promulgated by ODR in FY25 or FY26 to date.

35. Provide the number of FOIA requests ODR received for FY 25 and FY 26, 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.

Response:

During FY25, ODR received three (3) FOIA requests. ODR granted in whole one (1) request, denied in whole one (1) request, and referred one (1) request to another public body, and zero (0) requests are pending. The median response time was seven (7) days. ODR's FOIA requests are primarily handled by one (1) FTE, and take on average about four (4) hours to respond to each request. The cost of compliance is estimated at \$240 per request.

During FY26 to date, ODR received zero (0) FOIA requests.

36. During FY 25 and FY 26, to date, how many vacancies were posted? Identify
a. Each position;
b. How long the position was vacant;
c. What steps have been taken to fill the position;
d. Whether ODR plans to fill the position; and
e. Whether the position has been filled.

Response:

Please see table below.

ODR had three (3) vacancies in FY25.

STATUS	POSITION	Vacancy length	Intent to fill
<i>Filled</i>	Sign Language Interpreter	3 months	Yes
<i>Vacant</i>	Staff Assistant	12 months	Yes
<i>Vacant</i>	Program Analyst	12 months	Yes

ODR currently has four (4) vacancies in FY26.

STATUS	POSITION	Vacancy length	Intent to fill
<i>Vacant</i>	Director	1 week	Yes
<i>Vacant</i>	Staff Assistant	15 months	Yes
<i>Vacant</i>	Program Analyst	15 months	Yes
<i>Vacant</i>	Staff Assistant	2 weeks	Yes

To fill all positions, ODR follows DCHR's standard recruiting and hiring procedure. DCHR handles the hiring and onboarding process for ODR.

- 37. For FY 25 and FY 26, 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.**

Response:

There were no employee bonuses, special pay granted, or separation pay issued in FY25 and FY26 to date.

- 38. Provide a list of total workers' compensation payments paid in FY 25 and FY 26, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.**

Response:

ODR did not pay workers' compensation in FY25 and FY26 to date.

Community Engagement and Performance Evaluation

- 39. For FY 25 and FY 26, to date, list all community engagement events ODR held. For each event include:**
- a. Date of event;**
 - b. Start and end time of event;**
 - c. Location of the event;**
 - d. Format of the event (virtual, in-person, or hybrid);**
 - e. topic of event; and**
 - f. number of attendees.**

Response:

See attachment # 39.

- 40. Provide a list of community engagement events ODR holds on a regular basis (monthly, quarterly, annually, etc.).**

Response:

See Column I in attachment # 39.

- 41. Provide ODR's FY 25 Performance Accountability Report.**

Response:

See attachment #41.

Contracting and Procurement

42. Provide a list of sole source contracts awarded in FY 25 and FY 26, to date. Explain why each was awarded as a sole source contract.

Response:

Please see table below:

PO Number	Description	Supplier Name	PO Distribution Amount	Explanation for sole source
FY25 POs				
PO715895	Interpretation for Employment First Summit	Andean Consulting Solutions	\$4,807.60	Small purchase
PO717204	FY25 AV Support for Employment First Summit	OLIVE TREE INC.	\$5,350.00	Small purchase
PO717207	FY25 NACDD Membership Dues	NACDD	\$4,459.00	Small purchase
PO717497	FY25 Printer Rental	XEROX CORPORATION	\$3,936.36	Small purchase
PO717760	FY25 ACSI Translation and Interpretation Services	Andean Consulting Solutions	\$4,580.54	Small purchase
PO718586	FY25 DD Suite Subscription	Massachusetts Developmental Disabilities Council	\$2,950.00	Small purchase
PO723289	FY25 Emergency ASL Interpretation Service	CONTEXT GLOBAL INC.	\$1,000.00	Small purchase
FY26 POs				
PO731292	FY26 AV for 2025 Employment First Summit	Foundation Entertainment	\$9,917.70	Small purchase
PO733448	ECP FY26 for ODR employees Joyful	Joyful Signing, LLC	\$9,880.00	Small purchase
PO735612	FY2026 Subscription to DD Suite	Massachusetts Developmental Disabilities Council	\$2,950.00	Small purchase
PO736138	FY26 Copier/Printer Lease	XEROX CORPORATION	\$4,056.36	Small purchase

43. Explain ODR's processes for 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?

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. ODR staff serve as the Contract Administrators and maintain regular contact with contractors to ensure the work is high-quality and responsive to the scope of work.

44. Within FY 25 and FY 26, to date, has ODR:

- a. terminated any contracts?**
 - b. issued any cure notices?**
 - c. sued any contractors for breach of contract?**
- If so, provide a list and brief explanation for each instance.**

Response:

In FY25 and FY26 to date ODR did not terminate any contracts, issue any cure notices or sue any contractors for breach of contract.

Inter-Agency Coordination

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

Response:

ODR, including DDC, is a member of the following task forces that do not have membership dues:

- Multi-Modal Accessibility Advisory Committee (DDOT)
- Age-Friendly DC (DAFL and DMHHS)
- Olmstead workgroup
- State Rehabilitation Council (DDS-RSA)
- Vamos DC (cross-government and community-based organizations)
- Disability Community Advisory Group (HSEMA)
- HCBS Advisory Committee (DDS-DDA)
- DDS PCO Sustainability Committee (DDS)
- Interagency Committee on Racial Equity
- Supporting Families Community of Practice (DDS, DDC, and community-based organizations)
- Georgetown University Center for Excellence in Developmental Disabilities Advisory Committee
- DC EHDI: Early Hearing Detection and Intervention Partner Workgroup (DOH)

The DDC is a member of the National Association of Councils on Developmental Disabilities (NACDD) and pays annual membership dues of \$4,459.

DDDBHH is a member of the National Association of State Agencies of the Deaf and Hard of Hearing and pays annual membership dues of \$220.

46. 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.

Response:

ODR provides technical assistance on DYRS' ADA Compliance Plan, which is the framework for DYRS to ensure District residents are afforded their rights under the ADA and related disability rights laws.

47. Describe ODR's collaboration with District of Columbia Public Schools, nonpublic schools for students with disabilities, and public charter schools to ensure students, faculty, and staff 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.

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 #33). 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. In FY25, ODR worked specifically with DCPS to survey the architectural accessibility of seven (7) schools, trained DCPS staff to conduct the surveys and showed them how to do the ADA compliance assessment. In FY26, DCPS has a new facility team and ODR continues to provide technical assistance to them to guide DCPS team through the process of completing the ADA compliance plan.

Facility Accessibility and Compliance

48. Explain ODR's collaboration with Department of General Services (DGS).
a. Does ODR have any formal 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?

Response:

In FY25, ODR has established a good working relationship with the Department of General Services' leadership. ODR regularly shares concerns it receives that involve DGS facilities, and provides guidance on how to address accessibility barriers. DGS continues to upgrade their work order tracking system to implement prioritizing ADA barriers across all applicable repair categories.

- a. ODR and DGS are still working on formal collaborative set of procedures to address ADA related facilities issues. ODR's close working relationship with DGS leadership allows ODR to address ADA barriers as they arise.
- b.
- c. ODR does not get notified when a work order related to an accessibility issue is approved.

49. Explain how ODR provides input during the design phase of capital projects. Provide examples from FY 25 or FY 26, to date.

Response:

ODR does not have an official role in the design phase of capital projects for any District agency. However, ODR, DOB, and DGS are having continued discussions about ODR's role in the design phase of capital projects. In consultation with DOB, starting in October 2025, DOB would adopt the DC Code / standard that is compatible with the most recent ADA 2010 Standards. All projects receiving building permits should therefore be in compliance with the ADA.

In FY25, ODR reviewed plans for two (2) buildings at the request of two (2) agencies listed below. In FY26, to date, ODR has not been requested to review any project plan.

Projects	Agency
Brent School Plan Review - New Building.	DGS
Congress Heights Library Plan Review - New Building.	DCPL

50. One of the District's greatest barriers to ADA compliance is elevators that break down often and for long periods of time. This is a particular barrier in DCPS schools. For example, the elevator at Brightwood Elementary School was offline for three months from mid-September to mid-December 2026. During this time, school staff had to transport students who are wheelchair users up and down two to three flights of stairs using the fire evacuation chair, which is not designed for daily use. This outage also prevented faculty and visitors with permanent or temporary mobility disabilities from accessing the upper floors of the buildings.

- a. **Explain how ODR works with DGS when an urgent accessibility issue, that if left unresolved could become an ADA violation, arises.**
- b. **Explain how ODR works with District of Columbia Public Schools (DCPS) and other agencies to ensure accommodations are made for individuals who need to use an elevator.**

Response:

a. When ODR receives indication that a DCPS elevator is not operational, if DGS is not on the same communication, ODR immediately contacts and works with DGS leadership to respond to the elevator issue. DGS often responds quickly. However, 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.

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.

51. 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 centers.

- a. **Explain how ODR works with DACL and DPR to the entrances, exits, and spaces of District senior centers and recreation centers are accessible and ADA complaint.**

Response:

Any time ODR receives information on a non-functioning ADA sensors and doors, the agency communicates the issue with DPR and DGS. ODR recognizes the importance of being proactive, so the agency has provided training for building managers to identify ADA barriers and take action to remove the barriers in a timely manner. ODR has advised DACL and DPR to implement options to ensure seniors can access their programs when the sensors and automatic doors are broken. This can be accomplished by making reasonable modifications to their policies and procedures to provide an accessible entrance to their facilities for individuals with mobility disabilities. For example, the center may need to station a staff member at or nearby a heavy entrance 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”.

52. Describe the District’s ADA Compliance Program and how ODR implements it.

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 FY2025 and FY2026 to date, 72 out of 73¹ District agencies under the purview of the Mayor started an ADA Compliance Plan for FY25 in compliance with D.C. Code § 2–

¹ There are 73 agencies this year because ODR recognizes that OLRCB is a subagency of OCFO.

1431.02 and Mayor’s Order 2017-010. This represents a 16% increase in participation over FY24. 62 agencies completed a plan, representing a 19% increase over FY24.

Additionally, ADA Coordinators implement these Plans and ensure ongoing agency compliance with ADA. 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”.

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

Response:

The ADA Coordinators list on ODR’s website is updated when ODR is made aware of ADA Coordinator changes within an agency. To ensure current agency ADA Coordinator information is provided to ODR on a timely and consistent basis, ODR sends out a bi-monthly ADA Coordinator Audit email to all ADA Coordinators and other agency staff who are members of the ADA Coordinator listserv. The purpose of this email is to ensure each agency has appointed an ADA Coordinator, that if there are any changes the agency has provided the updated information to ODR, and the appointed person has been trained to act as an ADA Coordinator by ODR. If an agency reports that there are changes to the ADA Coordinator, ODR immediately updates the website and listservs to reflect the change and takes actions to make sure the new coordinator received trainings to do their ADA coordinator job effectively.

DC Agency	Agency	First Name	Last Name	ADA Email
Alcohol Beverage and Cannabis Administration	ABCA	Jared	Powell	jared.powell@dc.gov
Advisory Neighborhood Commissions	ANC	Gary	Hinkle	gary.hinkle1@dc.gov
Board of Ethics and Government Accountability	BEGA	Megan	Stoutamire	megan.stoutamire@dc.gov
Board of Elections	BOE	Jay	Penuel	jpenuel@dcboe.org
Contract Appeals Board	CAB	Mark	Poindexter	mark.poindexter@dc.gov
Commission on Arts and Humanities	CAH	Jenna	Kriegel	CAHaccessibility@dc.gov
Child and Family Services Agency	CFSA	Annie	Johnson	annie.johnson@dc.gov
Criminal Justice Coordinating Council	CJCC	Matthew	Boucher	matthew.boucher@dc.gov

Department on Aging and Community Living	DACL	Lorraine	Green	lorraine.green@dc.gov
Department of Behavioral Health	DBH	Mary	Campbell	Mary.Campbell@dc.gov
DC Housing Authority	DCHA	Amy	Glassman	aglassman@dchousing.org
DC Health Benefits Exchange Authority	DCHBX	Jennifer	Libster	jennifer.libster@dc.gov
Department of Human Resources	DCHR	Brittany	Burstion	brittany.burstion@dc.gov
DC National Guard	DCNG	Denette	Baber	denette.baber@dc.gov
DC Office of Zoning	DCOZ	Zelalem	Hill	zelalem.hill@dc.gov
Office of Police Complaints	DCPC	Jacqueline	Hazzan	jacqueline.hazzan@dc.gov
DC Public Library	DCPL	Brandon	Vahey	brandon.vahey1@dc.gov
DC Public Schools	DCPS	Ahsaki	Anokye	ahsaki.anokye@k12.dc.gov
DC Retirement Board	DCRB	Rabinai	Carson	rabinai.carson@dc.gov
DD Council	DDC	Alison	Whyte	alison.whyte@dc.gov
District Department of Transportation	DDOT	Xavier	Davis	xavier.davis@dc.gov
Department on Disability Services	DDS	Rachel	Phillips	rachel.phillips@dc.gov
Department of For-Hire Vehicles	DFHV	Shalonda	Frazier	shalonda.frazier1@dc.gov
Department of Forensic Sciences	DFS	Quiyana	Hall	quiyana.hall1@dc.gov
Department of General Services	DGS	Shawn	Winslow	shawn.winslow@dc.gov
Department of Housing and Community Development	DHCD	Marvin	McCoy	marvin.mccoy@dc.gov
Department of Health Care Finance	DHCF	Nicole	Cuffee	nicole.cuffee@dc.gov
Department of Human Services	DHS	Jones	Sheila	sheilay.jones@dc.gov
Department of Insurance, Securities, and Banking	DISB	Katrice	Purdie	katrice.purdie@dc.gov
Department of Licensing and Consumer Protection	DLCP	Tania	Williams	tania.williams@dc.gov
Office of the Deputy Mayor of Education	DME	Tara	Lynch	tara.lynch@dc.gov
Deputy Mayor for Health and Human Services	DMHHS	Kelli	Stevens	kelli.stevens@dc.gov

Deputy Mayor for Planning and Economic Development	DMPED	Keisha	Howard	keisha.howard@dc.gov
Deputy Mayor for Public Safety and Justice	DMPSJ	Sadie	Barrera	Sadie.barrera@dc.gov
Department of Motor Vehicles	DMV	Lisa	Payne	lisa.payne@dc.gov
Department of Buildings	DOB	Tamika	Cambridge	tamika.cambridge@dc.gov
Department of Corrections	DOC	Paulette	Johnson	paulette.johnson@dc.gov
Department of Energy and Environment	DOEE	Lynneta	Gibson	lynneta.gibson@dc.gov
Department of Employment Services	DOES	Darien	Pierce	darien.pierce@dc.gov
DC Health	DOH	Mildred	Anderson	mildred.anderson@dc.gov
Department of Parks and Recreation	DPR	Joyner	Alona	alona.joyner2@dc.gov
Department of Public Works	DPW	Marvin	Anderson	marvin.anderson@dc.gov
Department of Small and Local Business Development	DSLBD	Jenny	Cruz	jenny.cruz@dc.gov
Department of Youth Rehabilitation Services	DYRS	Arkale	Applin	arkale.applin@dc.gov
Executive Office of the Mayor (includes LGBTQ, MOAA, MOAAA, MOAPIA, MOCA, MOCRS, MODDHH, MOLA, MORA, MORCA, MOTA, MOVA, MOWPI, OGC, Serve DC)	EOM	Lonnisha	Coates	lonnisha.coates@dc.gov
Fire and Emergency Medical Services	FEMS	Kenneth	Hunter	kenneth.hunter@dc.gov
Homeland Security and Emergency Management Agency	HSEMA	Lorien	Crawley	lorien.crawley@dc.gov
Metropolitan Police Department	MPD	Kelli	Johnson	kelli.johnson@dc.gov
Office of the Attorney General	OAG	Tameya	Postell	Tameya.Postell@dc.gov
Office of Administrative Hearings	OAH	Qian	Zhao	qian.zhao@dc.gov
Office of the City Administrator	OCA	Christina	Murphy	christina.murphy@dc.gov
Office of the Chief Financial Officer	OCFO	Sanyu	Reason	sanyu.reason@dc.gov

Office of the Chief Medical Examiner	OCME	Benita	Rouse	benita.rouse@dc.gov
Office of Contract and Procurement	OCP	Robin	Henry	robin.henry@dc.gov
Office of Cable Television, Film, Music and Entertainment	OCTFME	Monique	Davis-Cary	monique.davis-cary@dc.gov
Office of the Chief Technology Officer	OCTO	Tonya	Tart	tonya.tart@dc.gov
Office of the DC Auditor	ODCA	April	Bumbrey	april.bumbrey@dc.gov
Office of Disability Rights	ODR	Grace	Reed	grace.reed1@dc.gov
Office of Employee Appeals	OEA	Sheila	Barfield	sheila.barfield@dc.gov
Office of Human Rights	OHR	Ayanna	Lee	ayanna.lee@dc.gov
Office of the Inspector General	OIG	Jaime	Yarussi	jaime.yarussi@dc.gov
Office of Labor Relations and Collective Bargaining	OLRCB	Mary	Redfearn	mary.redfearn@dc.gov
Office of Neighborhood Safety and Engagement	ONSE	Eileen	Perry	eileen.perry@dc.gov
Office of Planning	OP	Kim	Peart	kim.peart@dc.gov
Office of the People's Counsel	OPC-DC	Rakisha	Philson	rphilson@opc-dc.gov
Office of Risk Management	ORM	Lashawn	Myles	lashawn.myles1@dc.gov
Office of the Secretary	OS	Garrett	Lee	garrett.lee@dc.gov
Office of the Senior Advisor	OSA	Garrett	Lee	garrett.lee@dc.gov
Office of State Superintendent for Education	OSSE	Sheila	Cuthrell	sheila.cuthrell@dc.gov
Office of the Tenant Advocate	OTA	Cynthia	Houser	cynthia.houser@dc.gov
Office of Unified Communications	OUC	Destinee	Davis	destinee.davis1@dc.gov
Office of Victim Services and Justice Grants	OVSJG	Henry	Saunders	henry.saunders1@dc.gov
Public Employee Relations Board	PERB	Crystal	Davis	crystal.davis2@dc.gov
Public Service Commission	PSC	Benita	Anderson	banderson@psc.dc.gov
Real Property Tax Appeals Commission	RPTAC	Gizachew	Andargeh	gizachew.andargeh@dc.gov
State Board of Education	SBOE	Muriel	Cooper	muriel.cooper@dc.gov
DC Sentencing Commission	SCCRC	Mia	Hebb	mia.hebb@dc.gov

University of the District of Columbia	UDC	Sheilah	Vance	sheilah.vance@udc.edu
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54. How are agency ADA coordinators selected?

Response:

Each agency selects its own ADA coordinators according to its own policy, procedures, 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.

55. What training is provided to agency ADA coordinators?

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”.

Response:

The following chart lists the trainings ODR provides on a consistent basis to agency ADA coordinators:

Name of Training	Audience
Service Animals	ADA Coordinators
ADA Title I Training	ADA Coordinators
ADA Title II Training	ADA Coordinators
Video Remote Interpretation	ADA Coordinators
ADA Roundtable Discussion	ADA Coordinators
ADA Compliance Plan Orientation	ADA Coordinators
ADA Compliance Plan Section 5	ADA Coordinators
Effective Communication	ADA Coordinators
Digital Accessibility	ADA Coordinators
Architectural Barriers	ADA Coordinators
DDDBHH Cultural Competency	ADA Coordinators
Disability Sensitivity and Etiquette	ADA Coordinators
Complaint, Information, and Technical Assistance Tracker (CITA)	ADA Coordinators

56. List all the trainings that ODR provided to District employees and agencies in FY 25 and FY 26, 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.**

Response:

In FY25, ODR provided 34 training events reaching 1,507 attendees. In FY26, to date, ODR has conducted 9 training events reaching 301 attendees. The tables below provide more details.

Training Events in FY2025

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
BEGA	ADA Training (Title I & II)	ADA Title I & II overview training	BEGA Staff	25	1
MOAPIA	FY25 Grantee Training	ADA Title II Requirements as a District Grantee Recipient	MOAPIA Staff	12	1
MOAA	FY25 Grantee Training	ADA Title II Requirements as a District Grantee Recipient	MOAA Staff	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 Staff	10	1
DMV	Video Remote Interpretation	Training on how to use VRI services	DMV Staff	85	1
ODR	Service Animal Webinar	Overview of service animals including guest speaker from ADA Mid-Atlantic Network	ADA Coordinators	203	2
CJCC	Reasonable Accommodations Training	Overview of the request for reasonable accommodations process	CJCC Staff	15	1

DSLBD	ADA Training (Title I & II) for Managers	ADA Title I & II overview as it relates to managers	DSLBD Managers	5	1
OUC	ADA Titles I&II and Disability Sensitivity Training	ADA Title I & II overview training as it relates to managers with additional training on how to serve people with disabilities	OUC Managers	27	1
ODR	ADA Title I Training	ADA Title I overview training	ADA Coordinators	209	1
DCHA	ADA Title I Training	ADA Title I overview training	DCHA Staff	14	1
DHCD	Disability Sensitivity Training	Training on how to serve people with disabilities	DHCD Staff	120	1
ODR	ADA Title II Training	ADA Title II overview training	ADA Coordinators	122	1
DDOT	Disability Sensitivity Training	Training on how to serve people with disabilities	DDOT Staff	85	3
DCHA	Architectural Barriers	Training on ADA Title II architectural requirements	DCHA Staff	11	1
ODR	ADA Compliance Plan App Training	Training on sections 1-5 of the ADA Self-Assessment and Compliance Plan App in QuickBase	ADA Coordinators	56	1
ODR	Video Remote Interpretation	Training on how to use VRI services	ADA Coordinators	80	1
ODR	ADA Roundtable Discussion	Roundtable discussion regarding the ADA, reasonable accommodation requests, and complex scenarios	ADA Coordinators	80	1
DMHHS	ADA Training (Title I & II)	ADA Title I & II overview training	DMHHS Staff	6	1
DHS	ADA Title II Training	ADA Title II overview training	DHS Staff	32	1
DHCF	ADA Title II Training	ADA Title II overview training	DHCF Staff	109	1

Training Events in FY26

Agency	Name of Training	Description	Audience	Number of Attendees	Number of Trainings
DMV	ADA Training for Managers	Overview of the ADA as it relates to managers	DMV Managers	45	1
DOH	Disability Sensitivity Training	Training on how to serve people with disabilities	DC Health Staff	25	1
OP	Digital Accessibility	Overview of Digital Accessibility as it relates to accessibility standards	OP Staff	44	1
DDS	Cultural Competency	Deaf, DeafBlind, Deaf Disabled, Hard of Hearing and Late Deafened (D/DB/DD/HH/LD) communities and cultures and best practices to improve accessibility within their organization, activities, and events.	DDS Staff	40	1
OCA	Cultural Competency	D/DB/DD/HH/LD communities and cultures and best practices to improve accessibility within their organization, activities, and events.	OCA Staff	25	1
FEMS	Accessible Hands on Heart Training	Hands-only CPR, AED awareness and NARCAN awareness.	FEMS Staff	12	1
DCHR	Cultural Competency	D/DB/DD/HH/LD communities and cultures and best practices to improve accessibility within their organization, activities, and events.	DCHR Staff	20	1
DACL	Cultural Competency	D/DB/DD/HH/LD communities and cultures and best practices to improve	DACL Staff	30	1

		accessibility within their organization, activities, and events.			
Multiple	Effective communication	Effective communication practice with the D/DB/DD/HH/LD communities	ADA Coordinators	60	1

In addition to this, ODR worked with DCHR to develop an ADA training for new employees which DCHR uses at new employee orientations they host every other week starting on September 29, 2025.

57. Describe examples of technical assistance that ODR provided District agencies in FY 25 and FY 26, to date.

- a. ***In FY 25 and FY 26, 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.***

Response:

Some examples of technical assistance ODR provides relate to the interactive process, identifying effective accommodations, interpreting the ADA and other disability rights laws, authenticating medical verification letters, explaining how to use video relay interpreting, assessing physical spaces for ADA compliance, reviewing design plans, providing suggestions for removing or modifying architectural barriers, telework accommodations, and reassignment.

- a. In FY25, ODR provided technical assistance 222 times to District agencies. In FY26, to date, ODR has provided technical assistance 35 times (as of the end of FY26 Q1) to District agencies.

58. Provide examples of community resource referrals that ODR provided District agencies in FY 25 and FY 26, to date.

- a. ***In FY 25 and FY 26, 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.***

Response:

Examples of community resource referrals that ODR provided to District agencies in FY25 and FY26 to date include referrals to: the DC Assistive Technology Program, Disability Rights DC, Quality Trust, Shared Horizons, and Georgetown University Center for Excellent in Developmental Disabilities.

- a. ODR does not track the number of times the agency provides community resource referrals to District agencies.

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”.

59. Provide the District of Columbia ADA Compliance Plan FY 2025 Status Update.

Response:

Please see attachment #59.

60. Provide the most recently submitted ADA self-evaluations and annual ADA compliance plans for every agency required to submit them.

Response:

See link for [ADA self-evaluations and annual ADA compliance plan.](#)

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

Response:

ODR sends instructions to complete the ADA Compliance Plan self-assessment and implementation plan to ADA coordinators. ODR requests that these plans be completed by each agency by the end of August and works in collaboration with agencies to revise the deadline to provide additional time based on the size and complexity of their departments. Agency heads also receive a memo from ODR Director to be aware of the requirements and to support their team to meet the requirements. 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 and the Assistant City Administrator’s team for this important work.

62. 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.

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. ODR tallies all barriers by section across self-assessment surveys to compile its annual report that details the number of barriers by section districtwide, and by agency. In addition to this analysis for ODR’s annual report, ODR provides feedback to the agencies on an as needed basis. See attachment #59 for ODR’s analysis of this information.

63. Describe how ODR works with other agencies to address ADA compliance deficiencies. Note specifically how ODR does so given ODR's lack of statutory authority to mandate an agency to take any action.

Response:

ODR works with other agencies to address ADA Compliance deficiencies by first providing training and guidance on ADA compliance and legal requirements. This allows ODR to set uniformed District standards pursuant to the ADA. ODR emphasizes not only the requirements but also the consequences an agency and the District may face if there is an ADA violation. Secondly, ODR provides guidance to all District employees on their ADA compliance obligations and legal requirements. This has built a high level of trust among the community we serve. Lastly, ODR will escalate compliance deficiencies to agency leadership or Office of the City Administrator if we have reason to believe the matter is not being resolved in a timely matter or in accordance with ADA standards.

64. 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?

Response:

ODR has the authority to report failures in submitting ADA Compliance Plans, which include self-evaluation and implementation plans, to the Mayor and/or make referrals to the Office of Human Rights 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.

65. In FY 25 and FY 26, 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 25 and FY 26, to date, how many reported deficiencies were remedied?

Response:

In FY25 and FY26 to date, ODR provided a copy of its annual report to OHR, which includes information on deficiencies from District agencies. Deficiencies are based on ADA standards and the Mayor's Order 2017-010. They are not broken down by law.

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

66. In FY 25 and FY 26, 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.

Response:

In FY25 and FY26 to date, ODR provided a copy of its annual report to the Executive Office of the Mayor, which includes information on deficiencies from District agencies. Deficiencies are based on ADA standards and the Mayor's Order 2017-010. Additionally, ODR provides recommendations to improve compliance based on identified systemic issues. Some examples include making the 311 web application screen readable which OUC successfully implemented; website accessibility based on WCAG 2.1 AA which OCTO is working on; implementing a flag for DGS' work order system to prioritize fixing ADA barriers; and broadening ADA training for the entire District government (new employees, managers, public information officers, etc.). These recommendations either have been or are being implemented and are not broken down by law.

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”.

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

Response:

Anyone can request ODR investigate alleged violations of the ADA and related disability rights laws.

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

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

69. In FY 25 and FY 26, to date, how many requests for an investigation of alleged violations of the aforementioned laws did ODR receive?

Response:

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

CITA Category	FY2025	FY2026 to date
Complaints	40	6

70. In FY 25 and FY 26, 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.**

Response:

ODR received 40 complaints in FY25 and 6 to date in FY26. ODR reviews the complaints as they are received, works with agencies, and seeks resolution of the issues instead of opening a formal investigation.

71. How many referrals for violations of the aforementioned laws did ODR make to the Office of Human Rights (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?**

Response:

ODR referred 29 individuals to file official complaints with OHR in 2025 and 4 in 2026 to date. ODR does not track the referral for each law.

- a. ODR does not track the remedy of such referrals.**

D.C. Code § 2–1431.04(6) requires ODR to “[p]rovide 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”.

72. In FY 25 and FY 26, to date, how many times did ODR provide such information to District residents?

Response:

The chart below shows the number of times ODR provided information and technical assistance in FY2025, and FY2026 to date.

CITA Category	FY2025	FY2026 to date
Information and Technical Assistance	342	61

73. In FY 25 and FY 26, to date, how many times did ODR refer District residents to OHR?

Response:

The chart below shows the number of times ODR referred an individual to the DC Office of Human Rights in FY2025, and FY2026 to date.

CITA Category	FY2025	FY2026 to date
Referrals to OHR	29	4

- a. ODR does not track the remedy of such referrals.

74. In FY 25 and FY 26, to date, how many times did ODR assist District residents with filing complaints with the OHR?

Response:

When ODR reviews a complaint and identifies a potential violation of a disability rights law, ODR advises the complainant on their rights, including the option to file a complaint with the DC Office of Human Rights. ODR does not engage in the legal representation of complainants and does not act as a representative in drafting or submitting their complaint to OHR or any other legal body.

Other

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

Response:

During 2024, ODR spearheaded the development of the District's Olmstead Plan for calendar years 2025-2027. 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. No metrics or benchmarks have been altered since publishing the final version of the new plan, though benchmark and goal tracking continue, and ODR is working with agencies to set 2026 benchmarks.

In developing the current Olmstead Plan, 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>.

- 76. 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 FY 25 and FY 25, to date to ensure District websites are accessible.**
 - b. Does ODR or OCTO have a list of District websites that are and are not accessible?**

Response:

According to OCTO's Site Improve report that tracks 131 District websites, as of January 1, 2026, only one District website is fully compliant with WCAG 2.1 AA. The average is 92.17% compliant, with 1,548 issues across more than 99,084 pages, and 42,480 PDFs with issues across these tracked websites.

- a. 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.

77. 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.

Response:

The public may report violations of the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act to ODR by submitting a complaint 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

78. Did any emergency announcements from the Mayor not have Sign Language Interpretation Services during FY 25 and FY 26, to date?

Response:

In FY25 and FY26 to date, all emergency announcements from the Mayor included Sign Language interpretation.

79. What resources does the District government provide to private businesses detailing their obligations under the ADA, section 504 of the Rehabilitation Act, and the disability rights provisions of the Human Rights Act?

Response:

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](#) that helps businesses understand the ADA, answer questions, and provide technical assistance.

- 80. Describe ODR's efforts to ensure the District's 2026 Primary and General Elections will be accessible to voters with disabilities and D/DB/DD/HH/LD voters.**
- a. Note preparations related to polling places;**
 - b. Note preparations related to ballots; and**
 - c. Note new preparations that are or will be underway to ensure the District's new ranked choice system of voting is understood by and able to be utilized by voters with disabilities and D/DB/DD/HH/LD voters.**

Response:

ODR has started collaborating with BOE to ensure the District's 2026 Primary and General Elections will be accessible to voters with disabilities.

a. ODR is working directly with BOE's Director, General Counsel, ADA Coordinator, and Facilities Coordinator to identify vote centers that need to be surveyed for accessibility.

b. Additionally, ODR is working with BOE to create an MOU to provide ASL interpretation and captioning for instructional videos on the new ranked choice balloting system.

c. These accessible videos will be featured by BOE as well as ODR at outreach events to improve D/DB/DD/HH/LD voters' understanding of how to vote in the District's ranked choice balloting system.