

**CY2025-2026 Performance Oversight Questions**  
*Office of Human Rights*

**Part A: ORGANIZATION AND OPERATIONS**

**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 attachment Q1 for OHR’s current Organizational Chart.

**a. Names and titles of all senior personnel**

Employee	Title	Description
Elizabeth Fox-Solomon	Interim Director / Director’s Office	Provides overall strategic leadership and executive direction for the agency. Establishes organizational priorities, ensures compliance with applicable laws and policies, and represents the agency in executive, intergovernmental, and public forums.
Ayanna Lee	Chief Administrative Officer (CAO) / Operations Unit	Provides oversight of agency operations. Responsible for day-to-day management of agency administrative functions and for advising on and implementing policies and strategies related to human resources, budgeting, operational policies, and program management. Oversees all aspects of Human Resources and Payroll; Administrative Services; Facilities and Support Services; Budget and Finance; Contracts and Procurement; Information Technology; and Risk Management.
Juliette Niehuss	Interim General Counsel / Office	Directs and manages the agency’s legal affairs and supervises legal staff. Provides comprehensive legal counsel, advice, and representation to the agency, including legal analysis, policy

	of the General Counsel	review, drafting and interpretation of regulations, and legal opinions related to agency programs and administrative operations.
Abigail Coleman	Chief Administrative Judge / Hearing Unit	Oversees the Hearing Unit and the adjudicatory process for public and private sector discrimination cases filed with OHR. Administrative Judges (AJs) preside over evidentiary hearings, manage the hearing record, and issue decisions in accordance with the DC Human Rights Act and applicable procedures.
Amanda Schlener	Associate Director of Enforcement / Enforcement Unit	Leads and manages the intake, investigation, and alternative dispute resolution (ADR) processes for complaints filed with OHR. Oversees complaint review at intake, mandatory mediation, and full investigations when mediation is unsuccessful, culminating in probable cause determinations as required by the DC Human Rights Act.
James Yu	Associate Director of Communications and Equity Programs / Communications and Equity Programs	Oversees citywide education, outreach, and compliance programs that promote equity, inclusion, and access to services under the DC Human Rights Act. Leads communications, community engagement, and specialized equity initiatives, including Language Access, Creating Safer Spaces, Youth Bullying Prevention, and related training and outreach efforts. Builds capacity across District agencies and grantees to ensure equal access, public safety, and EEO compliance.
Brittany Kent	Senior Policy Advisor / Director's Office	Provides high-level policy and administrative guidance on agency-wide priorities and initiatives. Leads the planning, analysis, and evaluation of human rights policies, programs, and regulations, and manages major projects related to strategic policy development and implementation.
Charles Thornton	Special Assistant / Returning Citizens Unit	Manages programs and initiatives that enforce laws protecting the rights of Returning Citizens—District residents with prior involvement in the justice system. Serves as Returning Citizens Liaison and oversees implementation of the Fair Chance Initiative, ensuring compliance, outreach, and education related to employment and anti-discrimination protections.

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:
- Title of position;
  - Indication that the position is filled or vacant;
  - Date employee began in the position;
  - Whether the position must be filled to comply with federal or local law;
  - If applicable, the federal or local law that requires the position be filled;
  - The entity from which they are contracted; and
  - The contracted annual cost.

Response:

**FY 25**

Title of Position	Filled /Vacant	Start/Begin Date	Applicable Federal/Local Law	Contracted Entity	Contracted Annual Cost	Program/ Activity
OGC Attorney Services	Filled	10/1/24	D.C. Human Rights Act of 1977	N/A	\$62,400	700071/H02104
OGC Attorney Services	Partially Filled	10/1/24	D.C. Human Rights Act of 1977	N/A	\$22,028	100153/AMP016
Hearing Unit/Commission AJ Attorney Services	Filled	10/1/24	D.C. Human Rights Act of 1977	N/A	\$133,307	700071/H02104
ADR/Mediation Contractor	Filled	10/1/24	D.C. Human Rights Act of 1977	N/A	\$15,000	700072/H02105
ADR/Mediation Contractor	Filled	10/1/24	D.C. Human Rights Act of 1977	N/A	\$10,000	700072/H02105
ADR/Mediation Contractor	Filled	10/1/24	D.C. Human Rights Act of 1977	N/A	\$8,000	700072/H02105
ADR Admin Support	Filled	10/1/24	N/A	RizeUp Technology Staffing	\$46,626	700071/H02104
Human Rights Intake Inquiries Processor	Filled	10/1/24	D.C. Human Rights Act of 1977	RizeUp Technology Staffing	\$29,141	700073/H02106

Intake Specialist	Filled	10/1/24	D.C. Human Rights Act of 1977	Walton & Green Consultants	\$44,051	700071/H02104
LOD/Legal Writer	Filled	10/1/24	D.C. Human Rights Act of 1977	Walton & Green Consultants	\$40,466	700068/H02101
IT Project Manager	Partially Filled	10/1/24	N/A	STAR2 - Computer Aid Inc. (CAI)	\$52,080	700071/H02104
IT Data Analyst – Case Management System	Filled	10/1/24	N/A	STAR2 - Computer Aid Inc. (CAI)	\$128,960	700071/H02104

**FY 26, to date**

Title of Position	Filled /Vacant	Start/Begin Date	Applicable Federal/Local Law	Contracted Entity	Contracted Annual cost	Program/Activity
OGC Attorney Services	Filled	10/1/25	D.C. Human Rights Act of 1977	N/A	\$62,400	100154 / AMP016
Commission AJ Attorney Services	Filled	10/1/25	D.C. Human Rights Act of 1977	N/A	\$133,307	700071/H02104 & 100154/AMP016
ADR/Mediation Contractor	Filled	10/1/25	D.C. Human Rights Act of 1977	N/A	\$15,000	700072/H02105
ADR/Mediation Contractor	Filled	10/1/25	D.C. Human Rights Act of 1977	N/A	\$10,000	700072/H02105
ADR/Mediation Contractor	Filled	10/1/25	D.C. Human Rights Act of 1977	N/A	\$8,000	700072/H02105
ADR Admin Support	Filled	10/1/25	N/A	RizeUp Technology Staffing	\$46,626	700071/H02104
Human Rights Intake Inquiries Processor	Filled	10/1/25	D.C. Human Rights Act of 1977	RizeUp Technology Staffing	\$29,141	700073/H02106
Intake Specialist	Filled	10/1/25	D.C. Human Rights Act of 1977	Walton & Green Consultants	\$44,051	700071/H02104
IT Data Analyst – CMS	Filled	10/1/25	N/A	STAR2 - Computer Aid Inc. (CAI)	\$128,960	700071/H02104

3. **Please provide, for each month of FY25 through FY26 to date, the net number of personnel separated from and hired to the agency.**

Response:

Please see attachment Q3 - New Hires and Separations.

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:

Yes, OHR conducts annual performance evaluations for all employees. Evaluations are conducted by supervisors in accordance with the District Personnel Manual (DPM) and D.C. Department of Human Resources (DCHR) policies.

At the start of each performance year, supervisors establish performance goals and standards aligned with employees' official position descriptions. Supervisors meet with employees throughout the performance period to discuss performance and expectations. Overall performance is evaluated at the end of the cycle using DCHR's formal rating framework, with supervisory and senior leadership review prior to finalization.

For line attorneys in OHR's Office of General Counsel, performance evaluations are conducted in accordance with guidance from the Mayor's Office of Legal Counsel (MOLC) and Chapter 36 of the District Personnel Manual (DPM). Supervisory attorneys establish Individual Accountability Plans at the start of the performance period and conduct required performance check-ins to ensure expectations and job requirements are met.

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:

Please see the table below and attachments Q5 (a) – (d) for a copy of each collective bargaining agreement in effect for agency employees.

Collective Bargaining Agreement	Bargaining Unit	Duration	Number of Employees	Bargaining Status
AFGE CBA - Compensation Unit 33 Lawyers	AFGE Local 1403 AFL-CIO	Effective through September 30, 2026	6	No
AFGE CBA - Working Conditions Unit 33 Lawyers	AFGE Local 1403 AFL-CIO	Effective through September 30, 2026	6	No
AFSCME CBA - Master Agreement Units 1 & 2	AFSCME Local 2401	Effective through September 30, 2010	6	No
AFSCME CBA - Compensation Agreement Units 1 & 2	AFSCME Local 2401	Effective through September 30, 2025	6	Yes

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

Response:

There were no employees detailed to or from the agency in FY 25 or to date in FY 26.

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

Response:

Please see attachment Q7 - Schedule A.

8. Please provide a list and description of all memorandums of understanding and memorandums of agreement in effect during [previous fiscal year] and [current fiscal year], to date.

Response:

**Rental Housing Commission MOU**

OHR has an MOU with the Rental Housing Commission (RHC) for the RHC to provide settlement judges when an OHR Hearing Unit judge is conflicted in a matter or when the

Commission on Human Rights (Commission) requires additional assistance with settlement conferences.

**DOES MOU**

OHR has an MOU with the Department of Employee Services (DOES) for processing complaints, other than claim determinations, under the Universal Paid Leave Amendment Act (UPL), which relates to complaints that employees may file with OHR alleging retaliation or discrimination in the UPL process.

**OCTO MOU**

OHR has an MOU with the Office of Chief Technology Officer (OCTO) for the maintenance of OHR’s DC Rights Tracker (DCRT) case management system. This MOU covers the cost of performing regular maintenance, backup, patching, and security scan related tasks for the DCRT system.

**DCHR Compliance MOU**

The DC Department of Human Resources (DCHR) offers compliance services to District government agencies solely for its District government candidates, employees, and volunteers who are undergoing fitness-for-duty evaluations and/or suitability screenings. The purpose of the fitness-for-duty evaluations and suitability screenings is to determine whether each specific District government candidate, employee, or volunteer is suitable for District employment in accordance with Title 6-B, Chapters 4 and 20 of the DCMR. OHR is a participating agency under this MOU.

**DCHR District Leadership Program MOU**

DCHR administers the District Leadership Program, which provides interns with unique opportunities to work on a wide range of practical and developmental projects alongside leading professionals and practitioners at participating agencies, such as OHR.

**DCNet Intra District Funds Transfer**

This is a yearly recurring intra-District funds transfer from OHR to OCTO DCNet to cover telecommunications support services.

**DPW Intra District Funds Transfer**

This is a yearly recurring intra-District funds transfer to the Department of Public Works (DPW) to cover fleet share services.

**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:**

OHR has one project that utilizes capital funding, which is the case management system (CMS) project. The CMS project is progressing though planning and early development

stages, including technical assessment of system requirements to ensure the system meets operational, legal, and security needs prior to implementation. The agency anticipates developing a phased timeline upon completion of the current planning phases and can provide updates as milestones are finalized.

**10. Please provide copies of all budget enhancement requests (The Form B or similar form) submitted in the formulation of the FY25 and FY26 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 FY26 and provide a status report on the implementation of each enhancement.**

Response:

OHR's approved FY 26 local funds budget reflects an increase of \$584,712 in the Human Rights Services program. This adjustment includes \$424,632 to support 3.0 additional Full-Time Equivalent (FTE) positions: a Senior Attorney Advisor, an Investigator, and an Outreach Specialist to support implementation of the Fairness in Human Rights Administration Amendment Act of 2024 (Fairness Act); and \$160,080 to adjust projected personnel services costs for the Hearing Unit.

Regarding the Fairness Act enhancement, thus far OHR has hired a new investigator who is expected to onboard in Q2. OHR has also developed guidance, factsheets, and trainings to implement the new law.

OHR has recruited and hired a permanent Chief Administrative Judge and is actively recruiting an Associate Administrative Judge and a Legal Assistant for the Hearing Unit. OHR has also funded a contract Administrative Judge to assist with the Hearing Unit's caseload while working to fill the permanent vacancies.

**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 FY25 and FY26 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:

Please see attachment Q12 – HM0 Grants Received.

**13. List all grants issued by your agency in FY25 and FY26, 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:

OHR does not issue grants.

**Operations:**

- 14. For each objective and activity in the agency's FY25 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:

In FY 25, OHR delivered measurable results for the District. For example, OHR:

- Recovered over \$885,000 for victims of discrimination;
- Advanced fair housing by filing 15 Director's Inquiries about source of income discrimination;
- Reached 71,000 students, educators, and parents through the agency's youth bullying prevention program;
- Trained 364 tipped wage businesses on preventing sexual harassment; and
- Held 21 community events in Wards 7 and 8.

In FY 25, OHR expanded its tipped wage industry training – training over 10,000 workers and employers on sexual harassment prevention. These trainings equipped participants with practical tools to recognize, prevent, and respond to workplace harassment, ensuring compliance with the law and fostering safe work environments for tipped workers.

In addition, OHR exceeded the Certified Business Enterprise (CBE) requirement by awarding a greater percentage of contracts to small and local businesses. This achievement reflects the agency's commitment to supporting District-based enterprises and promoting equitable economic growth.

With respect to case resolutions, the agency completed over 80% of FY 23 and older cases and approximately 58% of FY24 cases in FY 25, surpassing its goals of 50% in each category. The agency achieved this by devoting dedicated personnel and contract resources to resolving aged cases.

OHR exceeded all of its outreach, education, and communication targets, with 100% of its trainings rated as excellent or good in post-training surveys. The agency also provided informal intervention in bullying cases and initial intervention in language access cases within 30 days in 100% of cases in FY 25.

The following measures had missed targets in FY 25. OHR updated the measures in its FY 26 Performance Plan to better align performance goals with current operational capacity, staffing levels, and workforce trends.

- Percent of docketed cases scheduled for mediation within 60 days. (Previously 30 days).
- Percent of Letters of Notification for Mediation sent within 45 days of assignment to the Alternative Dispute Resolution unit. (Previously 30 days).
- Percent of scheduling notifications for intake interview sent within 30 days of assignment to an Intake officer. (Previously: Percent of intake interviews scheduled within 30 days of assignment to an intake officer.)

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

Response:

OHR did not add any new objectives, projects, or activities to the agency's FY 26 Performance Plan. Please see question 14 for updated measures where targets were missed in FY 25 due to operational capacity and staffing levels.

**16. 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 FY25 and FY26 to date, including cost and actions taken?**

Response:

In late August and early September 2025, the agency experienced temporary air quality issues related to construction and roof repair activities on the south side of the building at 441 4thStreet. Mitigation measures were implemented, including ventilation support and voluntary telework options for staff. The agency has not experienced a recurrence to date, and the issues did not result in any capital or operating projects for the agency.

OHR continues to pursue additional, consolidated office space to ensure sufficient capacity and operational efficiency.

**17. Please list each new initiative implemented by the agency during FY25 and FY26 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:

The agency implemented the following new initiatives in FY 25 and FY 26 to date:

Attorney-Drafted Charges Program

In FY 25, OHR re-implemented its Attorney-Drafted Charges Pilot Program to streamline the intake and charge-drafting process. The program allows attorneys to file charges with OHR based on their client's allegations and supporting information. This process aids in ensuring charges are legally sufficient and ready for investigation when submitted to OHR. The pilot operated from July 2024 through March 2025 using existing staff and resources and was not mandated by legislation. Following the pilot, OHR solicited stakeholder feedback, which was generally positive.

Based on that feedback, the agency began formalizing the program in late FY 25 and continues this work in FY 26, with permanent guidance anticipated for issuance this fiscal year. Metrics include intake efficiency and stakeholder satisfaction. Based on OHR's limited experience to date, implementation has supported more timely and efficient charge intake.

Communications and Community Engagement

In FY 25 and FY 26, the Communications and Community Engagement (CCE) team launched several key initiatives:

- Open Movie Captioning Requirement Amendment Act of 2024:
  - Performed enforcement, outreach, and audits to ensure captioning for residents who are deaf or hard of hearing.
  - Completed three compliance audits by December 2025.
  - Collaborated with the Mayor's Office of Deaf, DeafBlind, and Hard of Hearing, and community stakeholders.
- Expanded community engagement and training programs in FY 25:
  - Conducted listening sessions, office hours, outreach events, and trainings.
  - Achieved 4,237 direct engagements and over 27,000 outreach impressions in FY25.
  - Continued engagement into FY26, training 257 more individuals since October 2025.
- Launched public resource webpages and factsheets covering areas including fair housing, domestic workers, LGBTQIA+ protections, and returning citizens.

18. Please list in descending order the top 25 overtime earners in your agency in FY 25 and FY 26, to date, if applicable. For each FTE, state the employee’s name, position number, position title, program, activity, salary, fringe, and the aggregate amount of overtime pay earned.

Response:

No employees received overtime pay in FY 25 or FY 26.

19. For FY 25 and FY 26, to date, please 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:

Please see attachment Q19 - FY 25 Incentive Awards.

20. Please list any legislation that impacts your agency from FY25 and FY26 and provide a status report on the agency’s implementation related to each piece of legislation.

Response:

Legislation	Description	Implementation Status
<b>Fairness in Human Rights Administration Amendment Act of 2024 (Fairness Act)</b>	The Fairness Act expands the definition of sexual harassment beyond what was previously covered under the DCHRA, requiring OHR to potentially accept and investigate additional claims of sexual harassment that would not have met the prior statutory definition of “sexual harassment” under the DCHRA. The new law also provides additional rights and remedies to District employees, including the ability to seek compensatory damages and attorneys’ fees and costs during OHR’s hearing process. Finally, the law significantly alters complainants’ rights to remove their OHR claims to court by allowing complainants to file private rights of actions after a no probable cause determination and after a probable cause determination (until after completion of discovery).	The Fairness Act was funded for FY 26 and therefore took effect on October 1, 2025. OHR immediately began implementing required changes, including updating its procedures, developing new notices to parties, and training staff on the legislative changes. In FY 26, OHR continues to integrate these changes by incorporating information about the law into public trainings and updating OHR’s regulations to ensure full compliance.

<p><b>Open Movie Captioning Requirement Amendment Act of 2024</b></p>	<p>The Act establishes comprehensive requirements for movie theaters across the District to provide open captioning services, including requiring movie theaters with three or more screens within the District to provide a minimum number of open captioned movie showings per week, particularly during peak hours. As the enforcement agency, OHR conducts regular compliance checks (at least three per year) and accepts and addresses public complaints.</p>	<p>In FY 25, OHR held the required audits and completed the following:</p> <ol style="list-style-type: none"> <li>1. Provided guidance and updates on the new law on OHR’s website and through press releases.</li> <li>2. Created a new email address for complaints regarding open captioning non-compliance.</li> <li>3. Developed an audit and compliance procedure for conducting annual compliance audits.</li> <li>4. Created an audit timeline schedule and audit compliance request form for movie theaters.</li> <li>5. Conducted three audits and obtained 100% compliance in each audit.</li> </ol> <p>In FY 26, OHR continues to perform required audit and compliance functions.</p>
<p><b>Language Access Rulemaking Emergency and Temporary Amendment Acts</b></p>	<p>The Council passed emergency and temporary legislation to explicitly provide the Mayor with regulatory authority under the Language Access Act.</p>	<p>OHR has been working through the process for amending the Language Access Regulations in FY 25 and FY 26. OHR will need regulatory authority via permanent legislation.</p>
<p><b>Sexual Harassment Data Collection and Reporting Act of 2022</b></p>	<p>Requires District government agencies to collect data regarding the number of sexual harassment complaints that their employees raise as well as the outcomes of such complaints.</p> <p>The law also requires OHR to compile and submit an annual report to the Council and the Office of the Attorney General regarding the data collected.</p>	<p>Although the law did not provide any funding to OHR to carry out its statutory mandates under the Act, OHR developed a streamlined reporting process for District government agencies to report the required information.</p> <p>OHR has worked to compile the data into a comprehensive report for FY 25 data, which is under internal review.</p> <p>For FY 26, OHR will again collect all required reporting data from District agencies.</p>
<p><b>The Second Chance Amendment Act of 2022</b></p>	<p>As relevant to OHR, prohibits criminal history providers from reporting criminal history information related to records that have been</p>	<p>In FY 25, the law was funded, and OHR developed a new complaint form for the law.</p>

	sealed, expunged, or set aside; authorizes OHR to adjudicate complaints; and provides penalties.	OHR would also like to work with Council to create an appropriate compliance process for these claims, rather than a discrimination adjudication process under the DCHRA.
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**21. 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:

OHR solicits feedback from District residents through multiple channels, including post-training surveys, QR-code surveys at outreach events, and regular engagement with community-based organizations. In FY 25, the agency also conducted a formal survey to gather broader input on OHR’s outreach efforts. Feedback highlighted the continued need for clear, accessible information and increased engagement in trusted community settings.

In response, OHR has strengthened its outreach and education practices by:

- Expanding community-based office hours across all eight wards;
- Increasing partnerships with agencies serving seniors;
- Offering more *Know Your Rights* and worker rights trainings;
- Deepening collaboration with community and faith-based organizations; and
- Developing clearer, user-friendly public-facing materials.

For FY 26, OHR is committed to continuing to seek community input to improve service delivery and accessibility.

**Laws, Audits, and Reports:**

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

Response:

OHR requests that the regulatory authority provided under the emergency and temporary amendments to the Language Access Act be enacted as permanent legislation. Permanent authority would allow OHR to fully implement and enforce the Act’s provisions, ensuring consistent compliance and advancing the agency’s mission to promote language access and equity for all District residents.

**23. Please identify any regulatory impediments to your agency’s operations.**

Response:

OHR is actively working to revise and update its regulations to ensure alignment with legislative changes, including the DCFMLA regulations (Chapter 16), Language Access (Chapter 12), and Human Rights Act regulations impacted by the Fairness Act (including Chapters 1, 2, 4, 5, and 7). These updates are intended to clarify requirements, improve operational efficiency, and ensure full compliance with new statutory mandates.

**24. Please describe new statutory mandates of the agency as of FY2025 and their current implementation status.**

Response:

Please see the response provided in question 20.

**25. Please list all reporting requirements in the District of Columbia Code or Municipal Regulations that the agency is required to complete in the last two fiscal years, to date. For each requirement, please list the date the report was required and the date it was produced. If the agency did not produce the report on the mandated timeline, please explain why.**

Response:

Report or Reporting Requirement	Statutory or Regulatory Authority	Requirement Deadline	Compliance Status	Most Recent Submission
Office of Human Rights Annual Report	DC Human Rights Act, DC Code § 2-1403.01(g)(1)	Due annually	OHR anticipates publishing the FY 25 Annual Report by the end of FY 26.	June 2025
Language Access Annual Compliance Report	Regulations implementing the Language Access Act of 2004, 4 DCMR 1214.3	Due annually	OHR anticipates submitting the FY 25 Language Access Report by the end of FY 26.	November 2024
Biennial Youth Bullying Prevention Report	The Youth Bullying Prevention Act of 2012, DC Code § 2-1535.07	Due every two years on or before December 31.	OHR anticipates submitting the report for school years 2022-2023 and 2023-2024 by the end of FY 26.	March 2024

Fair Criminal Record Screening Amendment Act (FCRSA) Reporting	The Fair Criminal Record Screening Amendment Act, DC Code § 32-1345 (b)	Due annually	OHR reports FCRSA data in its Annual Report. OHR anticipates submitting FY 25 data the end of FY 26.	June 2025
Fair Criminal Record Screening for Housing Act (FCRSHA) Reporting	DC Fair Criminal Record Screening for Housing Act, DC Code § 42-3541.06	Due annually	OHR reports FCRSHA data in its Annual Report. OHR anticipates submitting FY 25 data in FY 26.	June 2025
Human Rights Case Management Metrics	DC Human Rights Act, DC Code § 2-1403.01(g-1)(1)	Due quarterly	OHR anticipates submitting the FY 25 Q4 and FY 26 Q1 reports by the end of FY 26 Q2.	September 2025

**26. Please list and describe any regulations promulgated by the agency in FY 24 or FY 25, to date, and the status of each.**

Response:

As noted above, OHR is updating its regulations to ensure alignment with legislative changes, including the DC Family and Medical Leave Act (DCFMLA) regulations (Chapter 16), Language Access regulations (Chapter 12), and the Human Rights Act regulations impacted by the Fairness Act (including Chapters 1, 2, 4, 5, and 7). Each are at various stages of the regulatory drafting and approval process. These updates are intended to clarify requirements, improve operational efficiency, and ensure full compliance with new statutory mandates.

**27. Please explain any significant impacts on your agency of legislation passed at the federal or local level during FY 24 and FY 25, to date.**

Response:

OHR has not experienced significant operational impacts from federal legislation during FY 25 or FY 26 to date.

At the local level, the Fairness in Human Rights Administration Amendment Act has had a significant impact on OHR's procedures and operations. The impacts include staff training, developing new guidance and notification language and protocols, redrafting legal standards, and amending multiple regulatory chapters concerning the DCHRA.

**28. Please describe any new practices or materials that the Office adopted in FY 24 or FY 25 to date for alerting potential claimants to the election of remedies rule, D.C.**

**Code § 2– 1403.16(a), which denies parties the opportunity to move their matters to court following a letter of determination from OHR.**

Response:

The Fairness Act expands the rights of complainants to make an election of remedies by removing their complaints to court after a finding by OHR. As a result, beginning October 1, 2025, the effective date of the Fairness Act, OHR implemented standardized written notices advising parties of a complainant's right to remove a matter to court following a letter of determination, including after a probable cause or no probable cause determination. In addition, OHR's Hearing Unit and the Commission on Human Rights provide notice of removal for cases certified for a hearing, consistent with statutory requirements, reinforcing transparency for all parties.

**29. 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 FY25 and FY26 to date.**

Response:

Please see the response provided in question 35.

**30. Please describe the Office's process for ensuring that new developments in the laws you enforce (e.g., judicial interpretations of the Human Rights Act) are identified swiftly and communicated to all relevant Office staff at a level of detail sufficient to inform their work.**

Response:

OHR monitors legislative changes and relevant judicial decisions and shares updates with staff through regular meetings and targeted communications. When new laws or significant legal developments occur, OHR provides internal guidance and training to ensure staff understand and can apply updated legal standards. OHR also updates internal policies and issues public guidance materials as appropriate.

**31. 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;**
- d. Contractors (i.e. consulting firms, etc.)**
- e. Any other federal or local oversight entities.**

Response:

During the previous three fiscal years, OHR has not received any recommendations from the Office of the Inspector General or the D.C. Auditor. All recommendations issued in prior fiscal years by the Committee have been fully addressed and completed.

**32. 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:

OHR is named as a defendant in one pending civil action filed in D.C. Superior Court by a former employee on employment-related claims. *See* Dkt. for Case No. 2025-CAB-001337. The Office of the Attorney General (OAG) represents the agency and the District. The case remains pending before the Court.

**33. 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 FY25 and FY26 to date.**

Response:

OHR has not entered into any settlements in FY 25 or FY 26 to date.

**34. Please list each settlement the agency or the District, on behalf of the agency, entered into in FY25 and FY26 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:

OHR has not entered into any settlements in FY 25 or FY 26 to date.

**35. Please list all administrative complaints or grievances that the agency received in FY25 and FY26 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:

OHR has not received any administrative complaints in FY 26 to date. OHR received the following administrative complaints in FY 25:

- In early FY 25, OHR received notice of an EEO counseling contact by a former OHR employee. An exit letter was issued, and an inquiry was subsequently filed with OHR and later transferred to the Equal Employment Opportunity Commission (EEOC). The EEOC closed the matter with no further action and issued a Notice of Right to Sue to the former employee. The former employee filed a court complaint in D.C. Superior Court in March 2025, which is currently pending.
- In FY 25, OHR received an internal complaint of sexual harassment. The matter was investigated by the agency's Sexual Harassment Officer (SHO) in accordance with Mayor's Order 2023-131. The investigation resulted in a final Agency Report substantiating some allegations. The agency conducted refresher training for all managers and senior staff on the Mayor's Order and the SHO process.
- In FY 25, OHR and the Office of Disability Rights (ODR) received a grievance from a customer alleging that certain OHR mediation documents were not compliant with Section 508 of the Rehabilitation Act and/or inaccessible to screen readers. OHR worked with ODR to review, resolve, and respond to the grievance. OHR confirmed that the complainant was able to access OHR's documents. ODR provided OHR with guidance on digital accessibility and additional accessibility tools related to proposed new ADA Title II Web Accessibility requirements. The matter was resolved to the customer's satisfaction.

**36. 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:

OHR is not a party to any non-disclosure agreements.

37. **Please provide the most recent annual report on the operation of the Office prepared pursuant to D.C. Code § 2-1403.01(g)(1).**

Response:

Please see [OHR's FY 2024 Annual Report](#).

**Data:**

38. **In filterable and sortable spreadsheet, 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;**
  - c. **The metrics regularly used by the agency to evaluate its operations (please be specific about which data points are monitored by the agency); and**
  - d. **Whether the public can be granted access to all or part of each system.**

Response:

Please see attachment Q38 - Electronic Databases.

39. **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 FY25. 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:

OHR did not conduct any studies in FY 25.

40. **Please list contracts and procurements awarded, entered into, extended, or for which an option year was exercised, by the agency during FY25 and FY26, to date in the attached spreadsheet titled “Contracts and Procurements”.**

- a. Please include your Agency Code in the filename (e.g., AB0\_2026\_Contracts and Procurements.xls).
- b. You may add additional lines to the sheet but please do not change any other formatting.

Response:

Please see attachment Q40 – HM0 Contracts and Procurements Awarded.

**Part B: Program-Specific Questions**

**Cases:**

- 41. Please provide the most recent annual report on the operation of the Office prepared pursuant to D.C. Code § 2-1403.01(g)(1).

Response:

Please see [OHR's FY 2024 Annual Report](#).

- 42. How many complaints of unlawful discrimination were received by the Office in FY 25 and FY 26, to date? How many are currently pending? Please breakdown each number by:

- a. The alleged basis of the unlawful discrimination (race, color, religion, etc.);
- b. The form of alleged unlawful discrimination (employment, housing, educational institutions, etc.); and
- c. The legislation under which the claim primarily arose (District of Columbia Human Rights Act, District of Columbia Family and Medical Leave Act, District of Columbia Language Access, Title VII, etc.).
- d. How many complaints were dismissed due to lack of jurisdiction in FY 25 and FY 26, to date?
- e. Any increases (actual or perceived) based on federal involvement in the past year.

Response<sup>1</sup>:

FY 25		FY 26, as of 01/20/26	
Complaints Received	Complaints Pending	Complaints Received	Complaints Pending
1357	329	415	239

Note: “Complaints” refers to initial written complaints or inquiries. Pending is defined by OHR as any matters waiting to be processed as a docketed Charge of Discrimination or an Administrative Dismissal.

<sup>1</sup> OHR is in the process of transitioning to a new case management system to improve efficiency and service delivery. During this transition, some historical records may be incomplete or subject to minor discrepancies. The data provided reflects the best available information from the prior system.

a. The alleged basis of the unlawful discrimination (race, color, religion, etc.)

Protected Traits	FY 25	FY 26, as of 01/20/26
Race	365	123
Color	138	60
Religion	65	21
National Origin	121	40
Sex	246	85
Retaliation	576	180
Age	185	55
Marital Status	24	11
Personal Appearance	156	62
Gender Identity & Expression	67	35
Family Responsibilities	146	44
Political Affiliation	38	14
Disability	401	150
Matriculation	26	7
Familial Status	17	7
Genetic Information	20	10
Place of Residence or Business	31	19
Status as a Victim of Domestic Violence, a Sexual Offense, or Stalking	27	6
Status as a Victim of an Intrafamily Offense	2	0
Credit Information	5	4
Sexual Orientation	112	36
Homeless Status	60	16
Source of Income	141	56

Note: Of the total complaints OHR received in FY 25 and FY 26, some alleged more than one protected trait. Therefore, the bases above do not equal the total number of complaints received.

b. The form of alleged unlawful discrimination (employment, housing, educational institutions, etc.)

Enforcement Area	FY 25	FY 26, as of 01/20/26
Employment	844	254
Housing	290	104
Education	28	13
Public Accommodations	160	43
Language Access	15	2

- c. The legislation under which the claim primarily arose (District of Columbia Human Rights Act, District of Columbia Family and Medical Leave Act, District of Columbia Language Access, Title VII, etc.).

Legislation	FY 25	FY 26, as of 01/20/26
D.C. Human Rights Act	318	72
D.C. Family and Medical Leave Act	45	9
Fair Criminal Record Screening Amendment Act	5	1
Fair Criminal Record Screening for Housing Act	1	1
Language Access Act	192	2
Protecting Pregnant Workers Fairness Act	11	5
Unemployed Anti-Discrimination Act	0	0
Youth Bullying Prevention Act	2	0
Universal Paid Leave Act	8	4

Note: This table covers docketed charges of discrimination only; this data field is not available for complaints. Of the total charges docketed in FY 25 and FY 26, some were filed with claims that fell under more than one law, such as a charge containing both DCHRA and DCFMLA claims. Therefore, the numbers reflected above do not equal the total number of charges docketed by OHR.

- d. In FY 25, 69 complaints were dismissed for lack of jurisdiction and 19 in FY 26 to date.
- e. Over the past year, OHR has experienced a consistent increase in the number of inquiries received. This upward trend may reflect broader nationwide developments at the federal level as well as heightened public awareness of local protections. As a result, more District residents and workers are choosing to pursue relief under D.C. law rather than federal law.

**43. How many cases were closed by conciliation agreements in FY 25 and FY 26, to date?**

Response:

In FY 25, two three cases were closed through conciliation agreements. In FY 26 to date, 16 cases have been closed through a conciliation agreement.

**44. Of the cases closed in FY 25 and FY 26, to date, how many were closed within one year of having been docketed? Within two years? Within three years? Please provide a case log of the oldest to most recent cases pending a probable cause determination and case hearing.**

Response:

	FY 25	FY 26, as of 01/20/26
Closed within 1 Year of Docketing	82	9
Closed within 2 Years of Docketing	43	5
Closed within 3 Years of Docketing	27	10
Closed in Over 3 Years	62	21

Note: The D.C. Human Rights Act provides that complaints filed with OHR are confidential and shall not be disclosed to any members of the public. D.C. Code §§ 2-1401.02(16)(C) & 2-1402.52(c)(2) (data, documents, information, reports, and records filed with the office shall not be made public and are available only to the parties after the closure of the case and passage of the reconsideration period). Accordingly, OHR cannot provide a case log.

**45. What protections does OHR currently have in place to prevent complainants who comply with their investigation in a timely manner from case delay if the agency is unable to complete the investigation on time?**

Response:

OHR works diligently to complete investigations as promptly as possible, balancing the high demand for its services, complaint volumes, case complexity, and available staffing resources. OHR is committed to timely and thorough investigations and continuously monitors case timelines and explores process improvements to enhance efficiency and reduce delays. Importantly, the D.C. Human Rights Act provides that applicable statutes of limitation are tolled while a complaint is pending before OHR or the Commission. This safeguard ensures that complainants are not prejudiced by any delays beyond their control.

**46. Please provide the Committee with any information on the employees leave of absence policy, specifically the workload management procedure (handoffs, priority tasks, assignment coverage plans) specific to the agency.**

Response:

OHR is committed to timely service delivery and effective case management, even during periods of reduced staffing. The agency maintains workload management procedures to ensure continuity of operations during employee leaves of absence. Cases are reassigned as appropriate and supervisory staff oversee coverage and handoffs to ensure progress continues without unnecessary delay. For extended absences, OHR notifies parties and provides a management-level point of contact to address any case-related inquiries. This approach ensures transparency and minimizes disruption for complainants and respondents.

**47. What steps has the agency taken to improve timeliness of probable cause determinations in FY25 and FY26-to-date, and what other steps does OHR plan to take in FY26 to improve timeliness?**

Response:

In FY 25 and FY 26 to date, OHR has worked to improve the timeliness of probable cause determinations by implementing process adjustments and realigning staff to streamline case handling. For example, OHR separated intake review from investigation and probable cause review functions to allow staff to focus on discrete responsibilities and reduce bottlenecks in the review process.

Looking ahead, OHR will continue to evaluate and refine internal workflows and explore additional strategies in FY 26 to further enhance efficiency, including leveraging technology to improve case tracking and continually assessing resource needs to ensure timely determinations.

**48. Please briefly summarize any Director's Inquiries that the Office handled during FY 25 or FY 26, to date, including:**

- a. The form of potential discrimination that the Director's Inquiry sought to explore;**
- b. How the Office became aware of the concern(s) that prompted the Director's Inquiry (i.e. complainants, advocacy groups, etc.);**
- c. A brief summary of the activities the Office undertook in furtherance of the Director's Inquiry;**
- d. The status of the Director's Inquiry; and**
- e. Any recommendations developed or corrective action plans implemented as a result of the Director's Inquiry.**

Response:

In FY 25, OHR initiated multiple Director's Inquiries focused on potential source of income discrimination in housing. These concerns were identified through fair housing testing conducted by a contracted vendor. In response, OHR issued information requests to identified housing providers and reviewed information submitted to assess compliance with applicable law. The inquiries are ongoing. Where appropriate, OHR may pursue resolution through mediation and other corrective measures consistent with its statutory authority.

**49. What resources does the agency need to fully actualize the Director's Inquiry enforcement power?**

Response:

Director's Inquiries are a powerful tool to proactively enforce the District's human rights laws and address systemic discrimination. However, Director's Inquiries are resource intensive and must be balanced against the agency's responsibility to process a high volume of individual complaints. To fully realize the potential of this enforcement authority, OHR would need a dedicated enforcement team with expertise in testing, systemic discrimination, and proactive enforcement. OHR would also need advanced data analytics tools and staff with technical expertise to manage and interpret complex datasets, identify patterns, and support evidence-based enforcement actions.