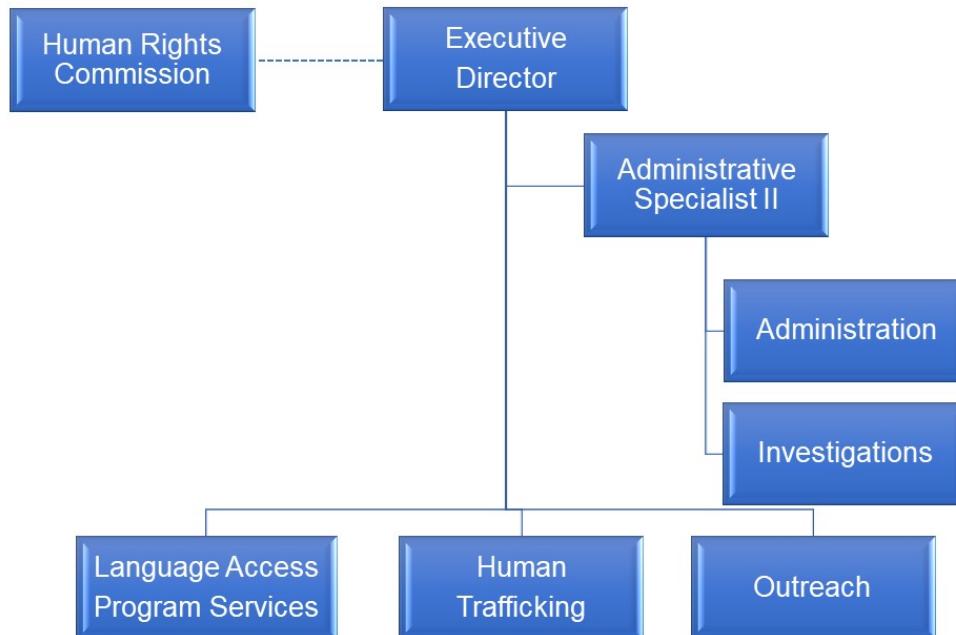


# Office of Human Rights



## MISSION AND SERVICES

The Office of Human Rights (OHR) is committed to the pursuit of justice for those harmed by discriminatory behavior, predatory acts and denial of services through thorough investigations; a cohesive response to human trafficking through its Human Trafficking Division; enforcement of language access to equal government services for all; and robust education and outreach to build community and to reduce incidents of hate, bias, and violence.

### CORE SERVICES

- Investigate claims of discrimination in the areas of employment, housing and residential real estate, public accommodation, law enforcement and commercial real estate and education
- Identify and recover survivors of sex and labor trafficking, increase prosecution of traffickers' and educate the public about human trafficking
- Build community and reduce incidents of hate, bias and violence by organizing community dialogue through outreach and public engagement and educate and engage the public on civil and human rights issues.
- Ensure that all limited English proficient and non-English proficient County residents receive equal access to County services under the Language Access for Public Services Act (2017 and 2020)
- Manage the immigrants defense program with the Capital Area Immigrants' Rights Coalition (CAIR) to provide legal representation to all County residents under threat of deportation

## FY 2025 KEY ACCOMPLISHMENTS

- Successfully met its contractual obligation with the U.S. Equal Employment Opportunity Commission through its Investigation Division.
- Continued its efforts to coordinate anti-trafficking trainings by educating the public and enhancing its data and analytical efforts through its Human Trafficking Division.
- Conducted trainings for County Government agencies to assist in compliance with the Language Access for Public Services Act of 2017 and 2020.
- Continued its partnership efforts with outside organizations to build a robust education and outreach events strategy to bring awareness to civil and human rights issues through its Public Outreach and Engagement Division.

## STRATEGIC FOCUS AND INITIATIVES FOR FY 2026

The office's top priorities in FY 2026 are:

- Provide civil and human rights protection to aid in positive economic development and public safety.
- Provide education and outreach engagement opportunities to positively impact safe neighborhoods, and to reduce hate, bias and violent crimes and incidents.
- Lead/facilitate coordinated anti-trafficking efforts to positively impact public safety and economic development and to reduce violent crimes.
- Increase the percentage of County agencies in compliance with the Language Access for Public Services Act of 2017 and 2022.

## FY 2026 BUDGET SUMMARY

The FY 2026 approved budget for the Office of Human Rights is \$2,799,600 a decrease of -\$252,300 or -8.3% below the FY 2025 approved budget.

### Expenditures by Fund Type

Fund Types	FY 2024 Actual		FY 2025 Budget		FY 2025 Estimate		FY 2026 Approved	
	Amount	% Total						
General Fund	\$2,855,509	97.8%	\$2,997,900	98.2%	\$2,841,600	98.2%	\$2,742,600	98.0%
Grant Funds	63,553	2.2%	54,000	1.8%	51,900	1.8%	57,000	2.0%
<b>Total</b>	<b>\$2,919,062</b>	<b>100.0%</b>	<b>\$3,051,900</b>	<b>100.0%</b>	<b>\$2,893,500</b>	<b>100.0%</b>	<b>\$2,799,600</b>	<b>100.0%</b>

### GENERAL FUND

The FY 2026 approved General Fund budget for the Office of Human Rights is \$2,742,600, a decrease of -\$255,300 or -8.5% below the FY 2025 approved budget.

### Reconciliation from Prior Year

	Expenditures
<b>FY 2025 Approved Budget</b>	<b>\$2,997,900</b>
<b>Increase Cost: Compensation - Mandated Salary Requirements</b>	<b>\$30,300</b>
<b>Increase Cost: Operating</b> — Increase in telephone charges based on anticipated usage	2,000
<b>Increase Cost: Technology Allocation Cost</b> — Increase in OIT charges based on anticipated countywide costs for technology	1,900

**Reconciliation from Prior Year (continued)**

	<b>Expenditures</b>
<b>Decrease Cost: Fringe Benefits</b> — Decrease in fringe benefits costs to support projected costs; the fringe benefit rate decreases from 35.5% to 35.3%	(4,000)
<b>Decrease Cost: Operating</b> — Decrease in operating costs for Human Trafficking funds to align with projected costs	(26,200)
<b>Decrease Cost: Compensation</b> — Decrease due to adjusting the vacant executive director salary requirements and reduction in overtime	(34,900)
<b>Decrease Cost: Operating</b> — Decrease in operating costs for Human Trafficking funds to align with projected costs	(36,600)
<b>Decrease Cost: Operating</b> — Decrease in operating costs for contracts for legal services to residents under threat of deportation, investigation and language access	(187,800)
<b>FY 2026 Approved Budget</b>	<b>\$2,742,600</b>

**GRANT FUNDS**

The FY 2026 approved grant budget for the Office of Human Rights is \$57,000, an increase of 3,000 or 5.6% above the FY 2025 approved budget. Major source of funds in the FY 2026 approved budget include:

- Equal Employment Opportunity Commission (EEOC) Work-sharing Agreement

**Reconciliation from Prior Year**

	<b>Expenditures</b>
<b>FY 2025 Approved Budget</b>	<b>\$54,000</b>
<b>Reduce: Existing Program/Service</b> — Reduction in the number of cases submitted to the EEOC for reimbursement	\$3,000
<b>FY 2026 Approved Budget</b>	<b>\$57,000</b>

## STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2024 Budget	FY 2025 Budget	FY 2026 Approved	Change FY25-FY26
<b>General Fund</b>				
Full Time - Civilian	13	14	14	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	13	14	14	0
Part Time	0	0	0	0
Limited Term	0	0	0	0
<b>Grant Program Funds</b>				
Full Time - Civilian	0	0	0	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	0	0	0	0
Part Time	0	0	0	0
Limited Term	0	1	1	0
<b>TOTAL</b>				
Full Time - Civilian	13	14	14	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	13	14	14	0
Part Time	0	0	0	0
Limited Term	0	1	1	0

Positions By Classification	FY 2026		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Specialist	3	0	0
Community Developer	2	0	0
Community Development Assistant	0	0	1
Compliance Specialist	1	0	0
Executive Director	1	0	0
Investigator	6	0	0
<b>TOTAL</b>	<b>14</b>	<b>0</b>	<b>1</b>

**Expenditures by Category - General Fund**

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Approved	Change FY25-FY26	
					Amount (\$)	Percent (%)
Compensation	\$1,270,029	\$1,428,100	\$1,341,300	\$1,423,500	\$(4,600)	-0.3%
Fringe Benefits	451,573	507,000	454,000	503,000	(4,000)	-0.8%
Operating	1,133,907	1,062,800	1,046,300	816,100	(246,700)	-23.2%
Capital Outlay	—	—	—	—	—	—
<b>SubTotal</b>	<b>\$2,855,509</b>	<b>\$2,997,900</b>	<b>\$2,841,600</b>	<b>\$2,742,600</b>	<b>\$(255,300)</b>	<b>-8.5%</b>
Recoveries	—	—	—	—	—	—
<b>Total</b>	<b>\$2,855,509</b>	<b>\$2,997,900</b>	<b>\$2,841,600</b>	<b>\$2,742,600</b>	<b>\$(255,300)</b>	<b>-8.5%</b>

In FY 2026, compensation expenditures decreased -0.3% below the FY 2025 budget primarily due to the annualization of FY 2025 and planned FY 2026 salary adjustments to align with projected costs. The compensation budget includes funding for 13 out of 14 full time positions. Fringe benefit expenditures decrease -0.8% below the FY 2025 budget to align with projected costs.

Operating expenditures decrease -23.2 % below the FY 2025 budget primarily due to a decrease in funding for contractual services. Funding is provided for legal services and outreach programs for County residents.

## GRANT FUNDS SUMMARY

### Expenditures by Category - Grant Funds

Category	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Approved	Change FY25-FY26	
	Amount (\$)	Percent (%)				
Compensation	\$54,875	\$—	\$44,100	\$48,400	\$48,400	
Fringe Benefits	8,678	—	7,800	8,600	8,600	
Operating	—	54,000	—	—	(54,000)	-100.0%
Capital Outlay	—	—	—	—	—	
<b>SubTotal</b>	<b>\$63,553</b>	<b>\$54,000</b>	<b>\$51,900</b>	<b>\$57,000</b>	<b>\$3,000</b>	<b>5.6%</b>
Recoveries	—	—	—	—	—	
<b>Total</b>	<b>\$63,553</b>	<b>\$54,000</b>	<b>\$51,900</b>	<b>\$57,000</b>	<b>\$3,000</b>	<b>5.6%</b>

The FY 2026 approved grant budget for the Office of Human Rights is \$57,000. This is an increase of \$3,000 or 5.6% above the FY2025 budget. The fiscal sponsor for the agency is the U.S. Equal Employment Opportunity Commission.

### Staff Summary by Division - Grant Funds

Staff Summary by Division & Grant Program	FY 2025			FY 2026		
	FT	PT	LTGF	FT	PT	LTGF
<b>Office of Human Rights</b>						
Equal Employment Opportunity	—	—	1	—	—	1
Commission Worksharing Agreement	—	—	1	—	—	1
<b>Total Office of Human Rights</b>	<b>—</b>	<b>—</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>1</b>
<b>Total</b>	<b>—</b>	<b>—</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>1</b>

In FY 2026, funding is provided for one limited term grant funded (LTGF) position. There is no change in staffing from the FY 2025 approved budget.

## Grant Funds by Division

Grant Name	FY 2024 Actual	FY 2025 Budget	FY 2025 Estimate	FY 2026 Approved	Change FY25-FY26	
					Amount (\$)	Percent (%)
<b>Office of Human Rights</b>						
Equal Employment Opportunity Commission Worksharing Agreement	\$63,553	\$54,000	\$51,900	\$57,000	\$3,000	5.6%
<b>Total Office of Human Rights</b>	<b>\$63,553</b>	<b>\$54,000</b>	<b>\$51,900</b>	<b>\$57,000</b>	<b>\$3,000</b>	<b>5.6%</b>
<b>Subtotal</b>	<b>\$63,553</b>	<b>\$54,000</b>	<b>\$51,900</b>	<b>\$57,000</b>	<b>\$3,000</b>	<b>5.6%</b>
Total Transfer from General Fund - (County Contribution/Cash Match)	—	—	—	—	—	—
<b>Total</b>	<b>\$63,553</b>	<b>\$54,000</b>	<b>\$51,900</b>	<b>\$57,000</b>	<b>\$3,000</b>	<b>5.6%</b>

## Grant Descriptions

### **EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)**

#### **WORKSHARING AGREEMENT -- \$57,000**

The U.S. Equal Employment Opportunity Commission (EEOC) provides financial assistance through a work-sharing agreement. These funds are provided as a result of investigations conducted by the Office of Human Rights with regard to allegations of discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information that occur in Prince George's County. The EEOC reimburses the Office of Human Rights a fixed amount per case.

## SERVICE DELIVERY PLAN AND PERFORMANCE

**Goal 1** — To provide civil and human rights protection for County residents in order to ensure equality

**Objective 1.1** — To reduce acts of discrimination within the County.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
76	56	102	70	76	↑

### Trend and Analysis

The Office of Human Rights (OHR) receives cases in two ways, inquiries made to the OHR and the transfer of cases from the U.S. Equal Employment Opportunity Commission (EEOC). Cases that are formalized through the OHR occur between zero to nine times per week. The EEOC may transfer any number of cases at any time. Although many factors dictate the rate of closure, the target time frame is 180 business days. Factors that dictate the time frame for closure are: receipt of the requested information; availability of requested witness interviews; receipt of subpoenaed information; and receipt of supplemental information. The number of cases reflected below represents cases in an investigative status prior to the beginning of FY 2024, as well as cases opened and investigated during FY 2024. The total investigations completed and signed, and the case closure rate reflects these factors.

### Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Resources (Input)</b>					
Investigators	5	6	6	6	6
<b>Workload, Demand and Production (Output)</b>					
Discrimination complaints inquiries/ contacts	144	143	160	160	154
Discrimination charges formalized/ accepted	31	32	52	32	37
Transfer cases formalized through EEOC	16	62	88	45	60
Total case investigations completed/ signed	52	56	102	70	76

**Objective 1.2** — To increase the number of coordinated anti-trafficking efforts.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
32%	29%	52%	-35%	32%	↑

### Trend and Analysis

The Office of Human Rights through the Prince George's County Human Trafficking Task Force (PGCHTTF) continues to prioritize the mandated goals identified in CR-74-2013: to identify and serve victims of human trafficking, to increase the quality prosecution of traffickers and to educate the public about human trafficking. During FY 2024, the Human Trafficking Division leveraged partnerships and coordinated efforts to revitalize the PGCHTTF to six active committees that include law enforcement, legislative, public outreach and training, victim services, labor and data and analytics. The Human Trafficking Division and the PGCHTTF developed a proposal for legislation to prohibit County contractors and subcontractors from engaging in sex and labor trafficking. The Task Force continues to encourage meaningful

collaboration and partnerships, develop more coordinated information sharing techniques and establish continuity in community outreach and stakeholder trainings. The percentage rate that is reflected below measures the increase in events compared to the previous Fiscal Year.

### Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Resources (Input)</b>					
Full-time staff	1	1	1	1	1
<b>Workload, Demand and Production (Output)</b>					
Total engagements, outreach, & training events	169	198	300	195	258
<b>Impact (Outcome)</b>					
Change in engagements and events from prior year	41%	29%	52%	-35%	32%

**Objective 1.3** — To increase the number of diversity education engagements.

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
18%	0%	0%	0%	4%	↗

### Trend and Analysis

The Office of Human Rights (OHR) is committed to assisting residents develop meaningful relationships across communities, fostering understanding, connection and a spirit of shared community to reduce acts of hate, bias, and violence. OHR's efforts include robust partnerships and ongoing programming featuring people of different faiths, racial and ethnic backgrounds, immigration statuses and more. OHR's partnership with the Prince George's County Memorial Library System includes series such as the Solidary Stories Social Justice Book Group; Women in Faith; and Voting: Democracy in Action. Committed to creating a stronger County for years to come, the OHR also oversees a Youth Leadership Academy, facilitating the development of the social justice leaders of tomorrow. The division has embarked on new partnership efforts, including ongoing outreach to municipalities, faith communities, nonprofits and more. The division recognizes that while OHR cannot reach every single person in the County, OHR can reach the people who reach the people and works to do so to ensure the work of the agency and its mission is widely known. The percentage rate that is reflected below measures the increase in events compared to the previous Fiscal Year.

### Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Resources (Input)</b>					
Diversity engagement staff	1	2	2	2	2
<b>Workload, Demand and Production (Output)</b>					
Total engagements, education, and training events	141	147	164	164	170
<b>Impact (Outcome)</b>					
Change in engagements and events from prior year	64%	0%	0%	0%	4%

**Objective 1.4** — To increase the percentage of County agencies in compliance with the Language Access for Public Services Act of 2017 (LAPSA).

FY 2030 Target	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected	Trend
93%	69%	78%	85%	90%	↑

## Trend and Analysis

The Language Access Compliance Program (LACP) was established by the Language Access for Public Services Act of 2017 (LAPSA) to provide central coordination and oversight of the County's implementation of the Act. As part of the implementation, the LACP was also tasked with providing policy guidance, training and technical support to County government entities. The LACP also manages compliance monitoring, complaint investigation and enforcement and community outreach to the County's limited English proficient (LEP) and non-English proficient (NEP) residents. In 2020, the act was amended to strengthen and expand the program and to include other government entities.

Language access compliance is accomplished when limited English Proficient (LEP) and non-English proficient (NEP) individuals can interact efficiently in their language of preference with the entity's employees and participate in the entity programs and services at the same level as the English-speaking individuals.

## Performance Measures

Measure Name	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual	FY 2025 Estimated	FY 2026 Projected
<b>Resources (Input)</b>					
LACP coordinators	17	29	44	45	50
<b>Workload, Demand and Production (Output)</b>					
Language access inquiries	286	420	1,733	2,000	2,927
Employees that completed language access compliance training	5,385	191	7,134	150	6,436
LAPSA entities that received technical support within the fiscal year	18	29	44	45	49
<b>Impact (Outcome)</b>					
LAPSA compliant entities	22%	69%	78%	85%	90%

