



PRINCE WILLIAM
COUNTY

Human Rights Commission

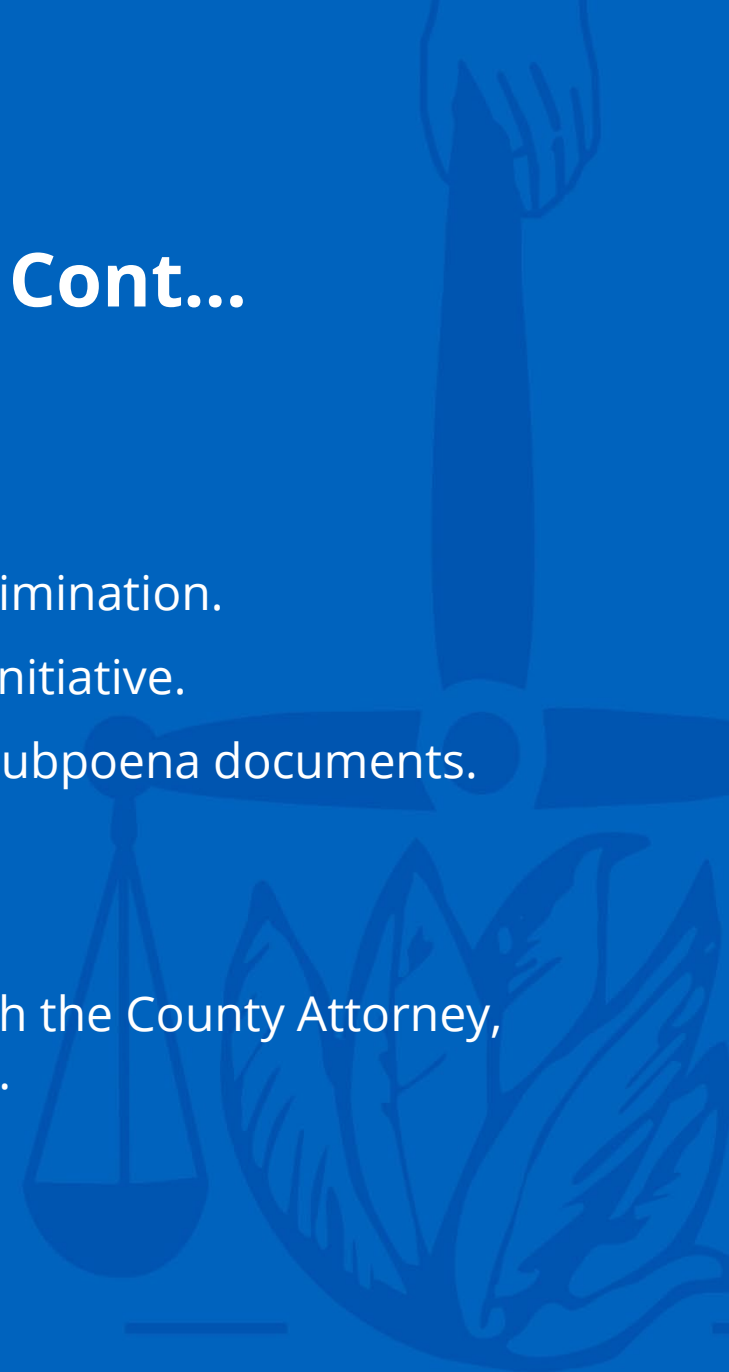
Curtis O. Porter, Chair
Raul Torres, Executive Director

Overview of the Human Rights Commission

- ❑ Comprised of nine (9) members, all residents of Prince William County, its membership should broadly represent the racial, religious, sexual, ethnic, disabled, and age composition of the county.
- ❑ Members are appointed to three (3) year terms by the Board of County Supervisors. When each term expires, commissioners will remain in office until a replacement is appointed.
- ❑ Members shall elect a Chair and adopt rules and procedures for the conduct of its affairs. The majority of members serving will constitute a quorum.
- ❑ The County Attorney is the legal representative of the Commission

Overview of the Commission Cont...

- ❑ To receive and investigate complaints of discrimination.
- ❑ To file and investigate complaints on its own initiative.
- ❑ To compel the attendance of witnesses, and subpoena documents.
- ❑ To take testimony under oath or affirmation.
- ❑ To use alternative resolution methods.
- ❑ To seek relief or preventive measures, through the County Attorney, with the approval of the Board of Supervisors.



Overview of the Commission Cont...

- ❑ To conduct investigatory public hearings
- ❑ Advise the Board of Supervisors on human rights matters.
- ❑ To gather and disseminate information about human rights issues.
- ❑ Conduct studies, hold forums, and issue reports on human rights problems.
- ❑ To provide educational programs and materials to the public.
- ❑ Provide advice concerning the voluntary establishment of affirmative action plans.
- ❑ To adopt, promulgate, amend or rescind rules and regulations to effectuate the purposes of Chapter 10.1
- ❑ To exercise all powers set forth in the Virginia Human Rights Act.

Anti-Discrimination Laws

- Chapter 10 of the Prince William County Code, the Human Rights Ordinance
- Title VII of the Civil Rights Act of 1964, as amended
- The Age Discrimination in Employment Act of 1967
- The Americans with Disabilities Act of 1990
- The Equal Pay Act of 1963
- The Fair Housing Act, Title VIII of the Civil Rights Act of 1968
- The Genetic Information Nondiscrimination Act of 2008
- The prohibition against discrimination or segregation in places of public accommodation, 42 USC 2000a
- The Virginia Human Rights Act, Code of Virginia 2.2-3900
- The Virginia Fair Housing Act, Code of Virginia Code of Virginia 36-96.1

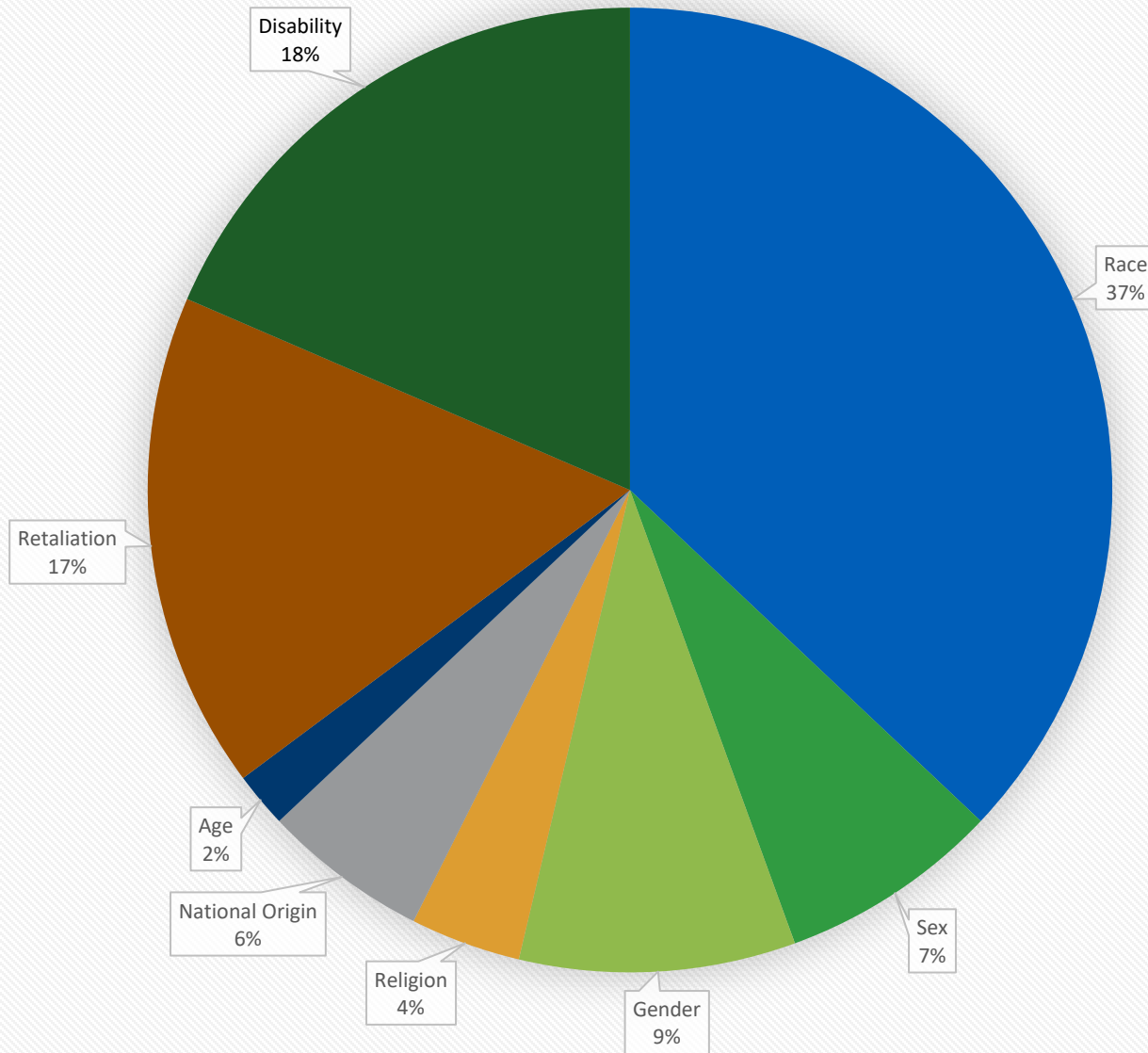


PRINCE WILLIAM
COUNTY

Statistics on Complaint Filings

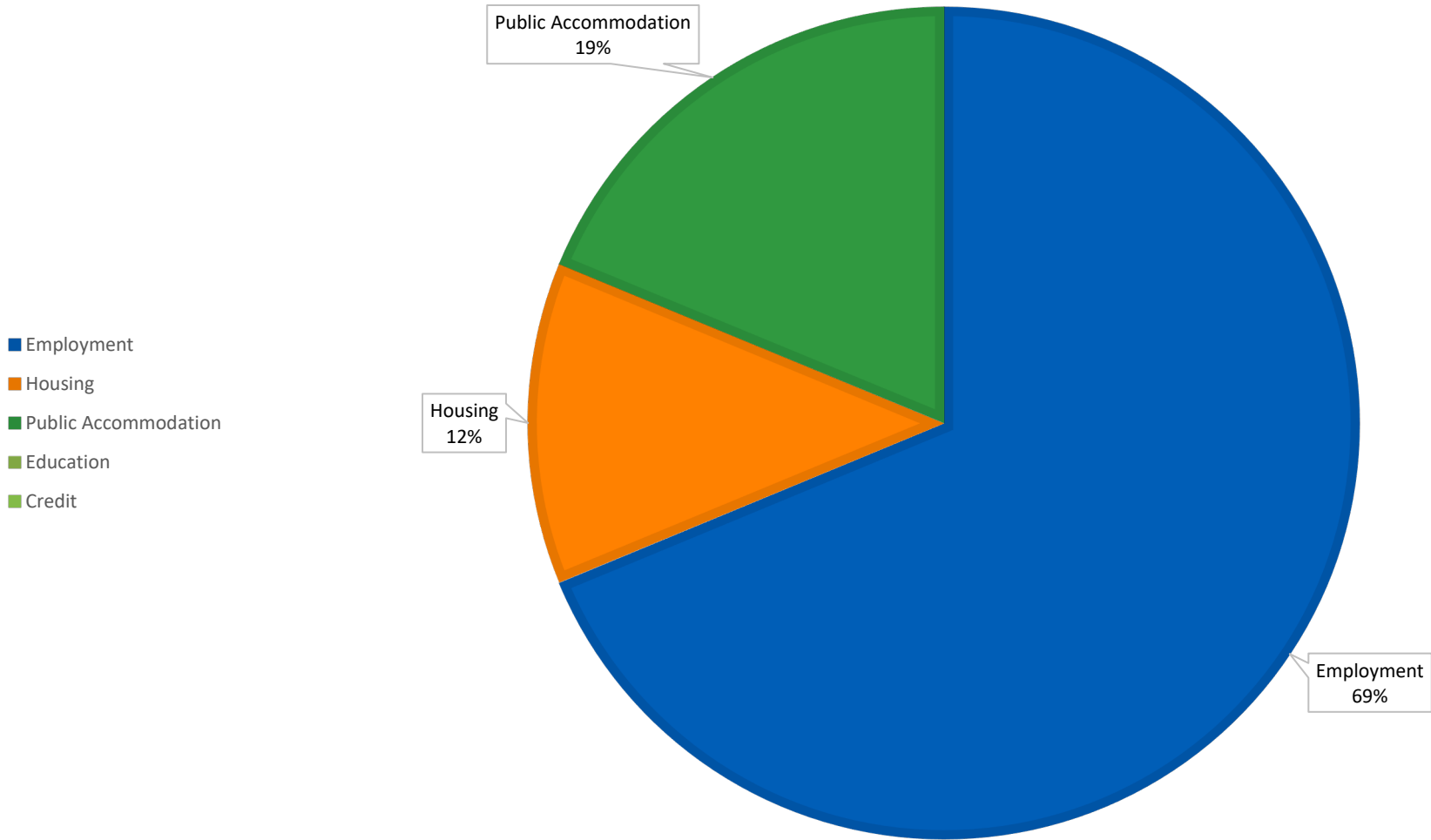


BASIS OF COMPLAINT FY-19

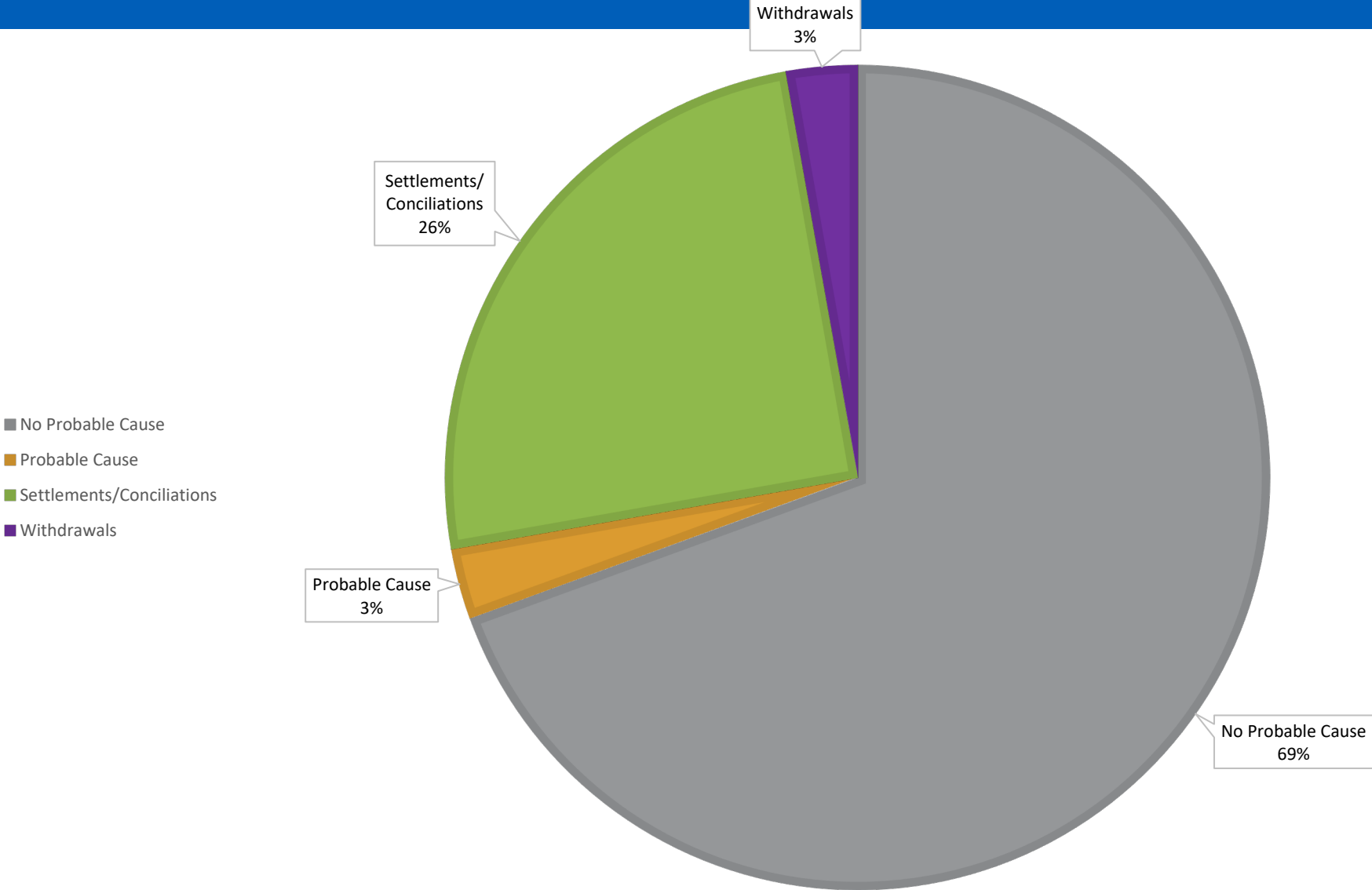


- Race
- Color
- Sex
- Gender
- Religion
- National Origin
- Age
- Retaliation
- Disability
- Genetic Information
- Familial Status
- Marital Status

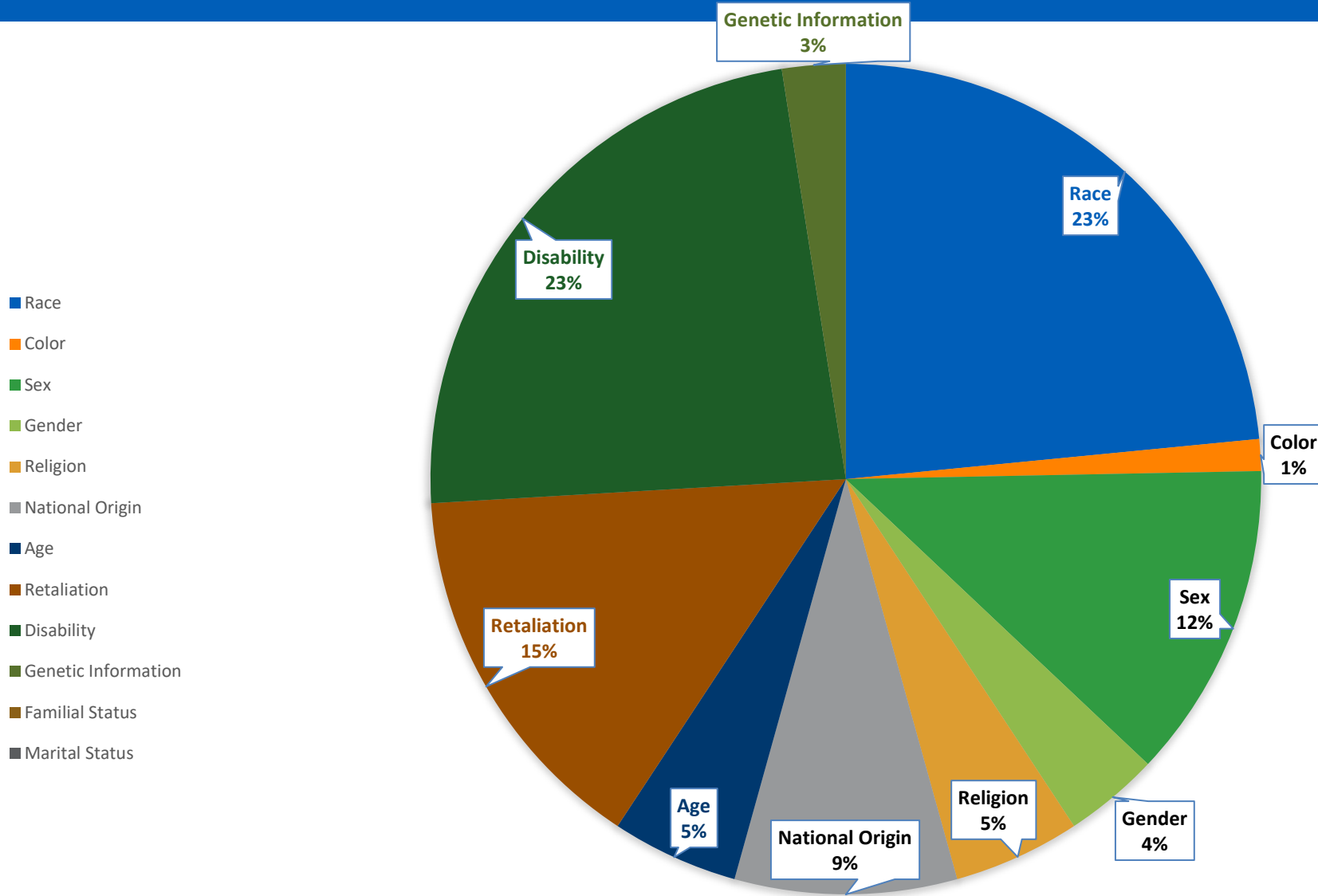
CASE CLOSURES FY-19



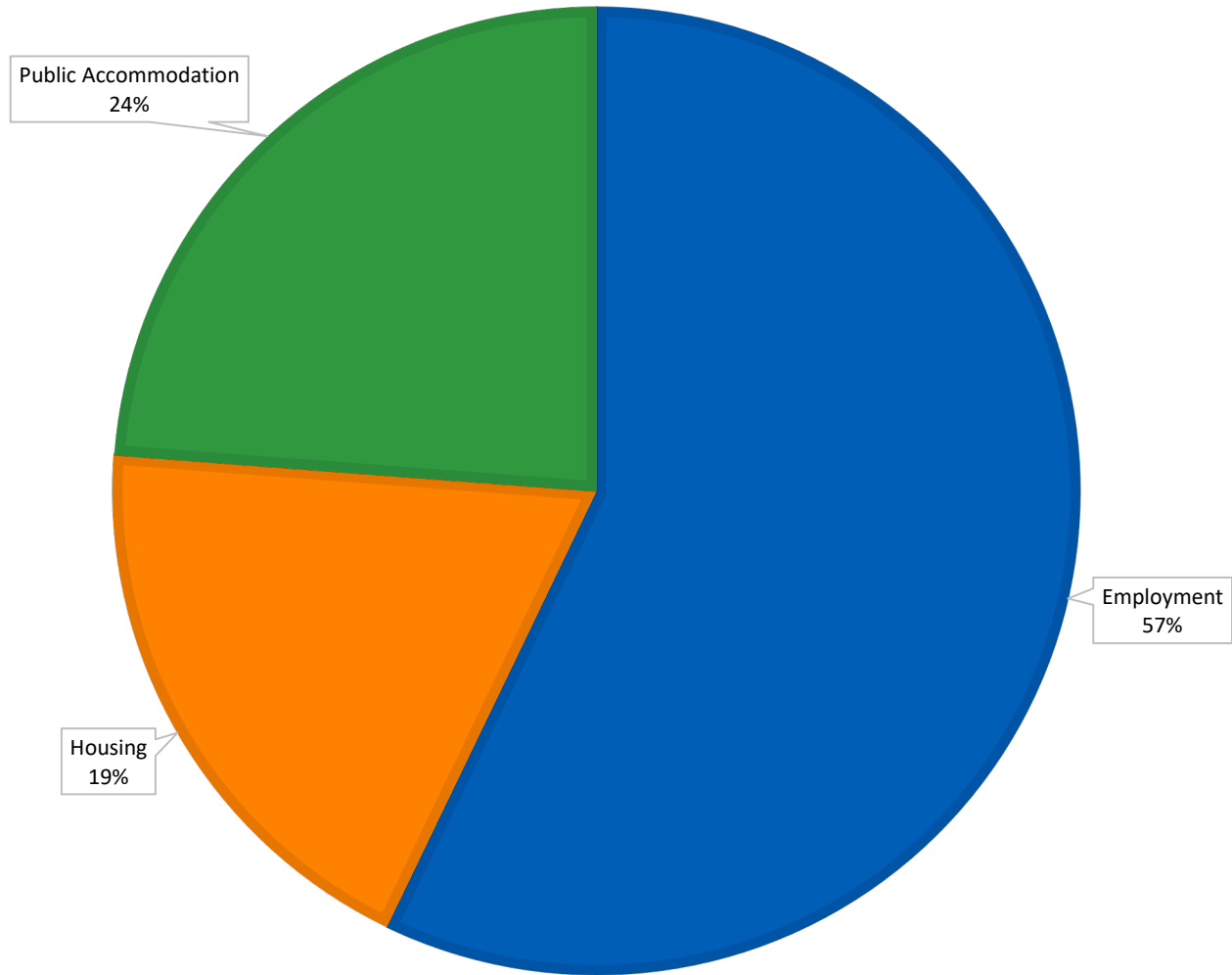
REASONS FOR CLOSURES FY-19



BASIS OF COMPLAINT FY-20

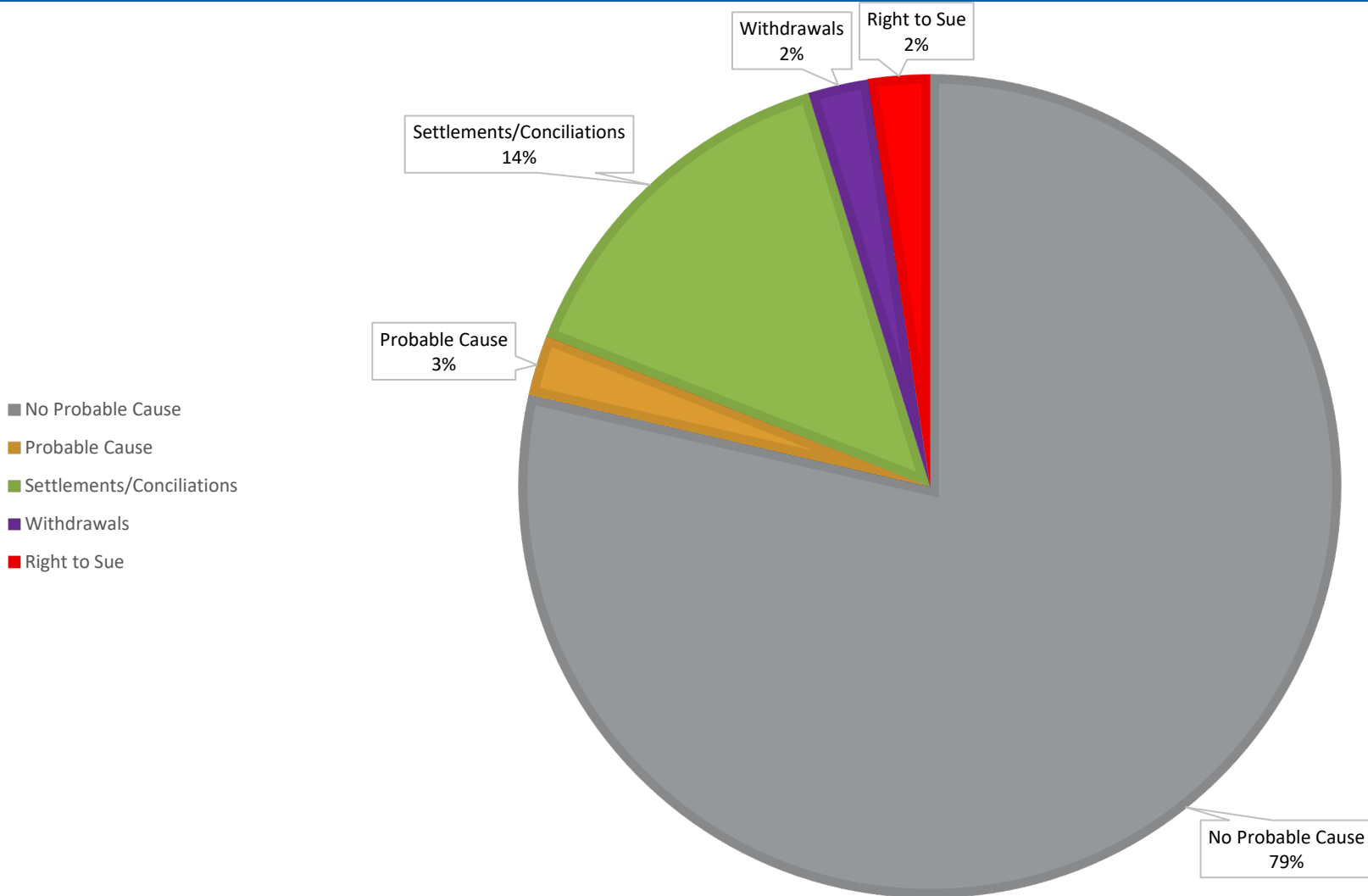


CASE CLOSURES FY-20



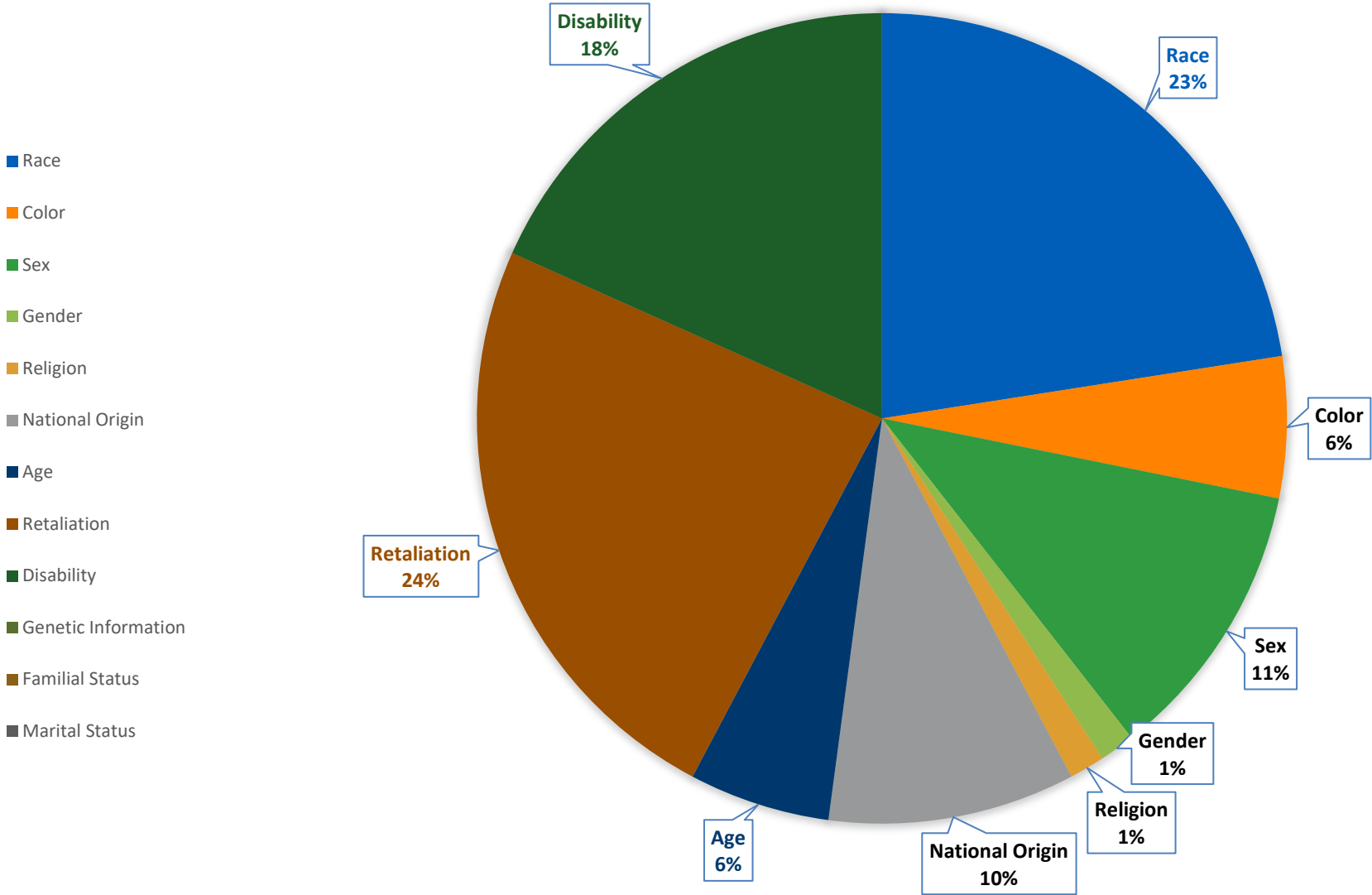
- Employment
- Housing
- Public Accommodation
- Education
- Credit

REASONS FOR CLOSURES FY-20



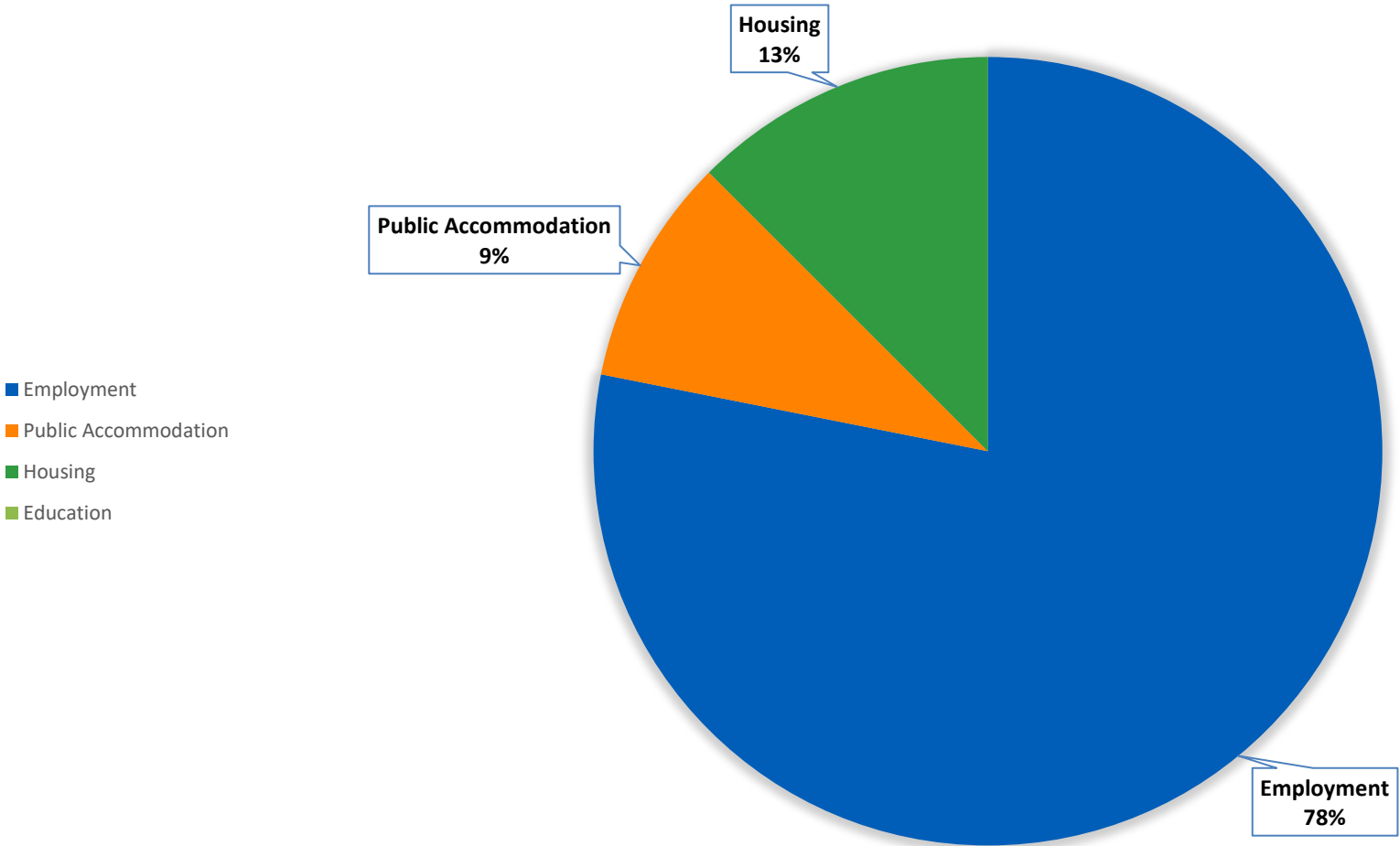
BASIS OF COMPLAINT

CURRENT OPEN CASES FY-21



TYPE OF CASES

CURRENT OPEN CASES FY-21



Anti-Discrimination Training

The Human Rights Office conducts EEO and related trainings to include:

1. New Employee Orientation - Equal Opportunity and Compliance Training
2. Creating an Inclusive & Harassment-Free Workplace – Supervisors
3. Fire and Rescue & Police Recruits - Behaviors, Boundaries, and Best Practices
4. Leadership Application Program (LAP) III Fire and Rescue - Creating an Inclusive & Harassment - Free and Respectful Workplace
5. New Leader Academy Police - Harassment-Free Workplace
6. Fair Housing Training

Human Rights Contact

- Phone: (703) 792-4680
- Email: pwhrc@pwcgov.org
- Address: 15941 Donald Curtis Dr, Ste 125
Woodbridge, VA 22191





PRINCE WILLIAM
COUNTY

Questions?

