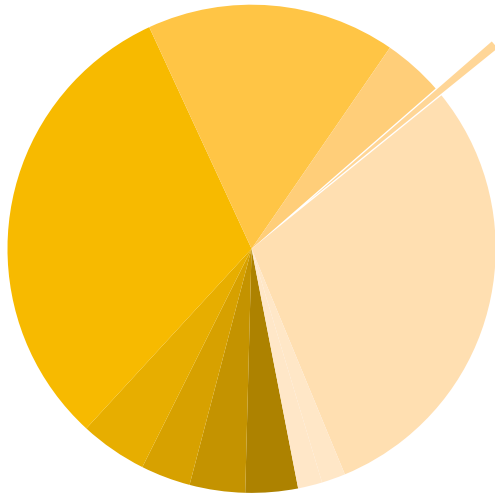


Human Rights

Mission Statement

The mission of the Prince William County Human Rights Office is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity for all persons within the County through advocacy and education.



Government Operations, Performance & Innovation
Expenditure Budget: \$192,914,513

Expenditure Budget:
\$1,122,075

*0.6% of Government Operations,
Performance & Innovation*

Programs:

- Human Rights Commission: \$1,122,075

Mandates

The County operates under a mandate to safeguard and protect citizens from unlawful discrimination. The Board of County Supervisors has enacted additional local mandates for which the Human Rights Office has responsibility.

County Code: [Chapter 10.1](#) (Human Rights Ordinance)

Human Rights

Expenditure and Revenue Summary



Expenditure by Program	FY22 Actuals	FY23 Actuals	FY24 Actuals	FY25 Adopted	FY26 Proposed	% Change Budget FY25/ Budget FY26
Human Rights Commission	\$821,330	\$858,839	\$952,641	\$1,036,104	\$1,122,075	8.30%
Total Expenditures	\$821,330	\$858,839	\$952,641	\$1,036,104	\$1,122,075	8.30%

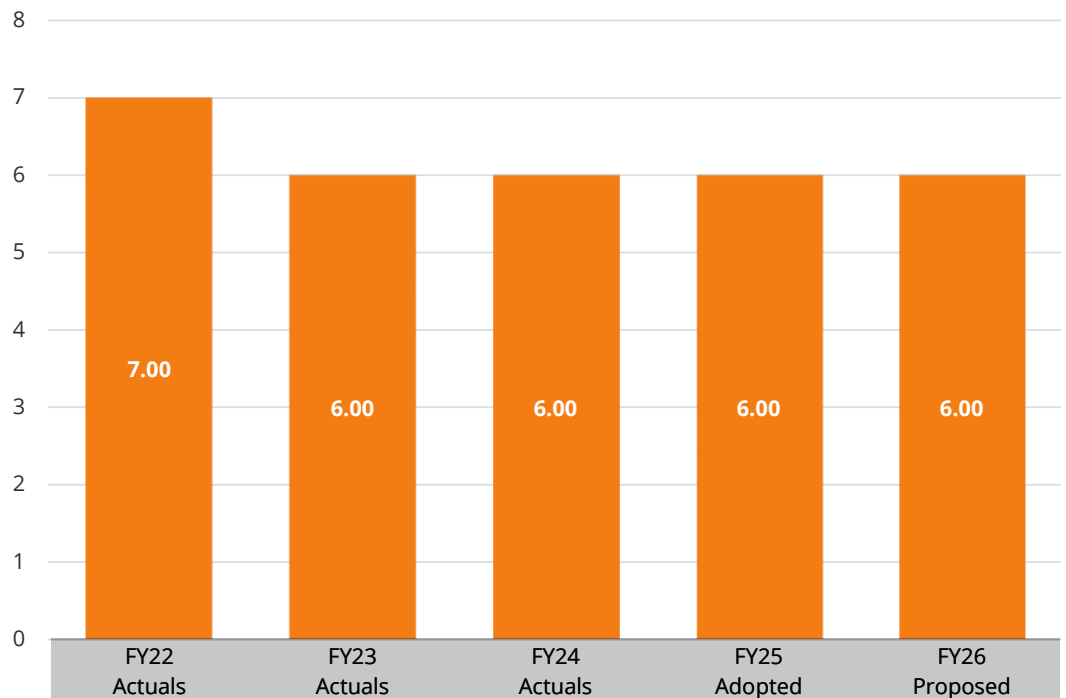
Expenditure by Classification

Salaries & Benefits	\$734,929	\$792,667	\$852,351	\$918,077	\$954,048	3.92%
Contractual Services	\$37,140	(\$59)	\$3,192	\$12,600	\$57,600	357.14%
Internal Services	\$30,857	\$51,604	\$53,215	\$46,010	\$46,010	0.00%
Purchase of Goods & Services	\$18,404	\$14,627	\$43,883	\$56,004	\$61,004	8.93%
Leases & Rentals	\$0	\$0	\$0	\$4,099	\$4,099	0.00%
Reserves & Contingencies	\$0	\$0	\$0	(\$686)	(\$686)	0.00%
Total Expenditures	\$821,330	\$858,839	\$952,641	\$1,036,104	\$1,122,075	8.30%

Funding Sources

Revenue from Federal Government	\$27,400	\$29,470	\$33,020	\$27,200	\$27,200	0.00%
Miscellaneous Revenue	\$56	\$13	\$62	\$0	\$0	-
Transfers In	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	0.00%
Total Designated Funding Sources	\$57,456	\$59,483	\$63,082	\$57,200	\$57,200	0.00%
Net General Tax Support	\$763,874	\$799,356	\$889,559	\$978,904	\$1,064,875	8.78%
Net General Tax Support	93.00%	93.07%	93.38%	94.48%	94.90%	

Staff History by Program



Human Rights Commission	7.00	6.00	6.00	6.00	6.00
Full-Time Equivalent (FTE) Total	7.00	6.00	6.00	6.00	6.00

Human Rights

Future Outlook

Expand Human Rights Investigations and Outreach Capacity to Provide Services in Languages Other Than English – Acquire resources to enable the Human Rights Office (HRO) to utilize interpreter and translation contracts in various languages, making services accessible to the population with limited English language proficiency.

Establish a Community Volunteers Referral Network to Refer Potential Discrimination Complaints and Distribute Human Rights Outreach Information – Establish a pilot program of human rights community volunteer liaisons. Set the liaisons’ duties, responsibilities, and limitations, provide training, and evaluate effectiveness.

Establish a Data Collection System to Guide and Assist the Human Rights Commission (HRC) and HRO in Making Outreach and Education Data-Driven Decisions – The system will analyze demographic, geographical, and language data, which will be reported out each fiscal year. The data will be assessed and used to improve the efficiency of the outreach and education programs. The system will use the initial point of contact with a client to gather information.

Budget Initiatives

A. Budget Initiatives

1. Interpreter and Translation Services – Human Rights Commission

Expenditure	\$50,000
Revenue	\$0
General Fund Impact	\$50,000
FTE Positions	0.00

a. Description – The Human Rights Office faces increasing demand for language accessibility services due to the growing diversity of Prince William County (PWC). This initiative will fund \$45,000 for contracted services to support non-English speaking clients through the translator and interpreter agreements. Additionally, \$5,000 will be used for HRO staff to attend the annual Equal Employment Opportunity Commission (EEOC) training to stay updated on evolving EEOC laws, including new regulations, compliance manual updates and case law.

b. Service Level Impacts – This initiative for additional resources aligns with the County’s 2021-2024 Strategic Plan to improve government services, enhance the quality of life, and promote a customer-focused approach in a multilingual community, Specifically Goal 2: Safe & Secure Community, Action Strategy SS3:A: Identify and address the disparities that affect historically marginalized groups in PWC and QE5:D Engage County government to offer opportunities and/or training for workforce development.

Human Rights

Program Summary

Human Rights Commission

Enforce the Human Rights Ordinance through investigation of complaints; provide outreach and education to the public on civil rights laws; staff the HRC and respond to public information requests in a timely manner. Ensure compliance with federal and state laws, regulations, executive orders, and ordinances.

Key Measures	FY22 Actuals	FY23 Actuals	FY24 Actuals	FY25 Adopted	FY26 Proposed
Cases closed within 12 months of filing with HRC (External)	87%	94%	98%	85%	90%
Cases resolved through alternative resolution (without adjudication)	14%	17%	23%	15%	15%
Residents contacted seeking services	6%	12%	5%	10%	5%
Completed investigations appealed to the HRC	6%	12%	10%	10%	10%
Appeals upheld by the HRC	100%	100%	100%	100%	100%

Program Activities & Workload Measures <i>(Dollar amounts expressed in thousands)</i>	FY22 Actuals	FY23 Actuals	FY24 Actuals	FY25 Adopted	FY26 Proposed
Charge Management	\$537	\$556	\$631	\$652	\$729
Complaints filed (External)	74	58	91	60	70
Cases resolved through alternative resolution	7	6	9	10	10
Cases appealed	3	3	4	3	4
Outreach/Education	\$139	\$146	\$150	\$207	\$208
Number of resident contacts	27,000	57,000	26,000	48,000	25,000
Staff Support to the HRC	\$145	\$157	\$171	\$178	\$186
Staff time supporting the Human Rights Commission	20%	20%	20%	20%	20%