



U.S. Department of Justice

# Civil Rights Division

Fiscal Year 2024 Performance Budget

Congressional Justification



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# Division Overview



# We protect the civil and constitutional rights of *all* people in this country.

The Civil Rights Division (“us,” “we”) is a component of the United States Department of Justice. We enforce the Constitution and Federal laws of the United States in pursuit of our founding ideals – human dignity, equal justice, and equal opportunity for all. We do this by focusing on four primary goals:

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**Creating equal opportunity.** We help people pursue and enjoy the core elements of American life. This includes the opportunity to earn a living, to learn, to live where one chooses, to access credit and capital, to access basic services, and to worship freely in one’s community.

**Advancing criminal justice.** We ensure that the criminal justice system treats all individuals equally under the law. We do this by helping communities achieve public safety systems that are lawful, responsive, transparent and nondiscriminatory, as well as by holding those who violate the civil and constitutional rights of others accountable.

**Supporting our democracy.** This includes protecting the fundamental right to vote, helping our servicemembers, increasing language access, and preventing discrimination in Federally funded and conducted activities.

**Addressing emerging issues.** To advance civil rights effectively, we evolve to match a changing legal, commercial, technological, and social landscape.

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For over sixty years, we have played a unique and critical role in protecting civil rights in America. Today, we have a diverse caseload that serves as a stark reminder that discrimination persists – and our work must as well. In FY 2022, our attorneys and staff spent more than **740,000** hours advancing these core principles across a wide range of activities and strategies.

Each year, we address approximately **6,500** civil rights cases and matters. To continue these efforts in FY 2024, we request a total of **\$231,038,000** to fund **899 positions**, including **626 attorneys** to protect, defend, and advance civil rights in our nation.

# Our Key Priorities for FY 2024

Since 1957, we have been a cornerstone of the national mission to protect the civil rights of all people in the United States, particularly the most vulnerable members of our society. We are always working in the background to eradicate discrimination. There are, however, moments in history that call for a redoubling of those efforts.

This is a moment that calls for new innovation and effort by the Civil Rights Division. To respond, we must bring a particular focus on the following challenges in Fiscal Year 2024:

- Ensuring constitutional and fair law enforcement
- Responding to the Pandemic's Impact on Civil Rights, including addressing Hate, Bias, and Xenophobia against the Asian American and Pacific Islander Community
- Promoting Effective, Constitutional, Non-Discriminatory Policing Practices
- Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
- Upholding Civil Rights in an Evolving Technological Landscape
- Enforcing Federal Laws Protecting the Right to Vote

We are also seeking additional funding to prioritize the following:

- Leading a Federal response to hate crimes & incidents
- Leading a Federal response to gender-based violence and discrimination
- Holding public institutions accountable
- Combatting bias in algorithmic decision-making

With the support of Congress and our partners across the Federal, state, local, and civil rights communities, we will continue to advance all of the civil rights areas outlined in this document. Together, we can and will protect the civil and constitutional rights of all people, in every community, across our nation.

# Summary of Program Changes



The Civil Rights Division is uniquely positioned to answer the challenges facing vulnerable communities in our current climate. By adding to and recommitting our resources, we can continue to do the important work for which we were created. This is a summary of program changes.

Item Name	Description			Page
	Pos.	FTE	Dollars (\$000)	
A Federal response to hate crimes and Incidents	87	44	\$13,222	78
A Federal response to gender-based violence and discrimination	83	42	\$12,706	82
Holding public institutions accountable	51	26	\$8,049	86
Combatting bias in algorithmic decision-making	39	20	\$6,615	91

# Appropriations Language & Analysis





*Please refer to the General Legal Activities Consolidated Justification.*

# Program Activity Justification

Program Description



# Civil Rights Division – Decision Unit

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<b>Enforcing Federal Civil Rights Law</b>	<b>Direct Positions</b>	<b>Estimated FTEs</b>	<b>Amount (\$000)</b>
2023 Enacted	764	661	189,927
Adjustments to Base and Technical Adjustments	0	0	21,129
2024 Current Services	764	661	211,056
Program Changes	260	132	40,592
2024 President's Budget	1,024	793	251,648
<b>Total Change 2023-2024</b>	<b>260</b>	<b>132</b>	<b>61,721</b>

The Assistant Attorney General (AAG) for Civil Rights leads the Division. A Principal Deputy Assistant Attorney General and four Deputy Assistant Attorneys General work with the AAG to supervise the Division's criminal and civil enforcement programs. The Division is a single decision unit within the General Legal Activities appropriation.

Our workforce is organized into the following units:

- Administrative Management Section
- Appellate Section
- Criminal Section
- Disability Rights Section
- Educational Opportunities Section
- Employment Litigation Section
- Federal Coordination and Compliance Section
- Housing and Civil Enforcement Section
- Immigrant and Employee Rights Section
- Policy and Strategy Section
- Special Litigation Section
- Voting Section

We are responsible for criminal and civil enforcement under a number of statutes. You can find a summary of each criminal and civil statute and the section responsible for enforcing each one in the appendix.

# Program Activity Justification

Performance and Resources Tables



PERFORMANCE AND RESOURCES TABLE											
DECISION UNIT: CIVIL RIGHTS DIVISION											
RESOURCES		Projected		Actual		Projected		Changes		Requested (Total)	
		FY 2022		FY 2022		FY 2023		Current Services Adjustments and FY 2024 Program Changes		FY 2024 Request	
Total Costs and FTE <small>(reimbursable FTE are included, but reimbursable costs are bracketed and not included in the total)</small>		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
		651	\$162,520 [\$14,419]	653	\$162,520 [\$14,598]	728	\$189,927 [\$16,967]	132	\$61,721 [\$0]	860	\$251,648 [\$16,957]
PERFORMANCE		FY 2022		FY 2022		FY 2023		Current Services Adjustments and FY 2024 Program Changes		FY 2024 Request	
Program Activity		FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
Civil Rights		651	\$162,520 [\$14,419]	653	\$162,520 [\$14,598]	728	\$189,927 [\$16,967]	132	\$61,721 [\$0]	860	\$251,648 [\$16,957]
APG/Performance Measure	Providing technical assistance or other case team support to correct unlawful policies and implement required reforms to at least 90% of jurisdictions under settled and litigated judgments in law enforcement pattern or practice cases.	90		100		90		N/A		90	
Performance Measure	Percent of criminal cases addressing civil rights violations, including hate crimes, favorably resolved.	80		100		80		N/A		80	
Performance Measure	Number of new Voting Rights Act matters initiated.	4		23		4		N/A		4	
Performance Measure	Number of Title VII and USERRA investigations	20		22		20		N/A		20	
Performance Measure	Number of Limited English Proficiency (LEP) individuals who access department-funded materials in their native language to understand federal hate crimes and anti-discrimination laws.	30,000		35,403		35,000		N/A		35,000	
Performance Measure	Number of matters that address adverse environmental and public health effects brought under civil rights statutes.	16		29		16		N/A		16	
Performance Measure	Percent of civil cases favorably resolved	85		97		85		N/A		85	
<small>/1 Data Definition, Validation, Verification, and Limitations: The data source for all measures is an internal system within CRT. Data is compiled on the level of effort that attorneys and professionals dedicate to matters and case-related tasks, senior management is responsible for ensuring the accuracy of the data and reports have been developed to support Division performance. Performance measures reported are actuals FY 2022.</small>											

PERFORMANCE MEASURE TABLE												
CIVIL RIGHTS DIVISION												
Performance Report and Performance Plan Targets					FY 2018	FY 2019	FY 2020	FY 2021	FY 2022		FY 2023	FY 2024
					Actual	Actual	Actual	Actual	Target	Actual	Target	Target
Performance Measure	SO/KPI: 3.1.1	Number of new Voting Rights Act matters initiated. <sup>/2</sup>			N/A	N/A	N/A	N/A	4	23	4	4
Performance Measure	SO/KPI: 3.2.1	Number of Title VII and USERRA investigations			N/A	N/A	N/A	N/A	20	22	20	20
Performance Measure	SO/KPI: 3.2.2	Number of Limited English Proficiency (LEP) individuals who access department-funded materials in their native language to understand federal hate crimes and anti-discrimination laws.			N/A	N/A	N/A	N/A	30,000	35,403	35,000	35,000
Performance Measure	SO/KPI: 3.2.4	Percent of criminal cases addressing civil rights violations, including hate crimes, favorably resolved.			87.4	88.6	93	85	80	100	80	80
APG/Performance Measure	SO/APG: 3.3	Providing technical assistance or other case team support to correct unlawful policies and implement required reforms to at least 90% of jurisdictions under settled and litigated judgments in law enforcement pattern or practice cases.			N/A	N/A	N/A	N/A	90	100	90	90
Performance Measure	SO/KPI: 3.5.3	Number of matters that address adverse environmental and public health effects brought under civil rights statutes.			N/A	N/A	N/A	N/A	16	29	16	16
Performance Measure		Percent of civil cases favorably resolved			95.9	93.2	100.0	85.0	85	97	85	85
<small>/1 Performance measures reported are actuals through FY 2022.</small>												

# Program Activity Justification

Performance, Resources and Strategies

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## How the Civil Rights Division:

Creates Equal Opportunity

Advances Criminal Justice

Supports Our Democracy

Addresses Emerging Issues





## Creating Equal Opportunity

We are committed to addressing long-standing civil rights challenges in our nation in critical aspects of American life. We prevent and address discrimination in:

**Employment.** Our efforts prevent and address workplace discrimination based on race, national origin, sex (including pregnancy, sexual orientation, and gender identity), religion, disability, genetic information, and citizenship or immigration status.

**Education.** We protect the right of every student to attend school free from discrimination, including segregation or harassment.

**Housing & lending.** We protect the right to access housing free from discrimination and the right to access credit on an equal basis.

**Disability rights.** We combat discrimination against individuals with disabilities, including individuals receiving services in institutions.

**Religious freedom.** We safeguard individuals' right to worship and to practice the religion of their choice.

**Access to basic services.** We protect the right to access certain basic services like public accommodations and reproductive health clinics.

### Employment

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The opportunity to obtain employment, free from discrimination, is critical. It contributes to the well-being of our families and

communities. It strengthens our economy as a whole. It gives individuals a chance to make their mark on society.

We help create equal opportunities for employees and job seekers in the United States. We do this by advancing the Federal laws that protect:

**Employees and job seekers** from discrimination because of their race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, disability, or genetic information;

**Certain types of workers** from employment discrimination based upon citizenship or immigration status. This includes U.S. citizens, U.S. nationals, refugees, asylees, and certain lawful permanent residents; and

**Servicemembers** when they return to work after completing military service.

These laws include:

Laws and Policies We Enforce Addressing Employment Rights	Purpose
<i>Title VII of the Civil Rights Act (Title VII)</i>	Makes it unlawful to discriminate against someone in any aspect of employment on the basis of race, color, national origin, sex (including pregnancy, sexual orientation, and gender identity) or religion. Title VII also prohibits harassment and retaliation.
<i>Immigration and Nationality Act (INA)</i>	Makes it unlawful to discriminate based on national origin, citizenship status, or immigration status in hiring, firing, or recruitment or referral for a fee. Makes illegal unfair documentary practices during employment eligibility verification (Form I-9 and E-Verify). Also prohibits retaliation or intimidation.
<i>Title I of the Americans with Disabilities Act (ADA)</i>	Protects qualified individuals with disabilities in the employment context.
<i>Uniformed Services Employment and Reemployment Rights Act (USERRA)</i>	Gives certain re-employment rights to servicemembers when they complete their military service.
<i>Genetic Information Nondiscrimination Act (GINA)</i>	Makes it unlawful to discriminate against employees or applicants because of genetic information.
<i>Executive Order 11246</i>	Prohibits discrimination by certain Federal contractors and sub-contractors in employment on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin.
<i>Violent Interference with Federally Protected Rights, 18 U.S.C. § 245</i>	Makes it a crime to use or threaten to use force to willfully interfere with a person applying for or enjoying employment because of race, color, religion, or national origin.
<i>Trafficking Victims Protection Act (TVPA)</i>	Criminalizes the use of force, fraud, or coercion to compel a person to engage in labor, services, or commercial sex. We also enforce a number of related criminal statutes prohibiting peonage, involuntary servitude, and related violations.

Our goal is to drive compliance with these Federal laws. We do this through six core strategies.



Civil Enforcement	Criminal Enforcement	Outreach	Hotlines	Coordination	Policy
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## Civil Enforcement

We investigate and bring civil lawsuits against:

- **State and local government employers** who violate Title VII, GINA, and the ADA,<sup>1</sup> and
- **Employers who violate the INA.**

We also participate in lawsuits filed by private parties, by intervening (joining) those suits as a party and filing statements of interest and amicus briefs that provide our analysis of legal issues involved in the case.

We have used our enforcement authority to resolve employment matters as follows:

Fiscal Year	Civil Employment-Related Matters We Resolved
FY22	118
FY21	104
FY20	113
FY19	129
FY18	200

## Criminal Enforcement

We investigate and prosecute those that use force or the threat of force to keep someone from applying for or enjoying employment.

We also investigate and prosecute trafficking, peonage, and involuntary servitude.

49

The number of employment-related criminal matters we prosecuted since FY18 through Q4 FY22, including trafficking, peonage, and involuntary servitude.

<sup>1</sup> We share responsibility for enforcing Title VII, GINA, and the ADA with the Equal Employment Opportunity

Commission. We have legal authority to bring suit against state and local governments. The EEOC covers a broader set of actors, including private employers.

## Outreach

We work to prevent workplace discrimination before it happens and increase reporting when workplace discrimination does happen. To do this, we have a program aimed at educating employers, potential victims of discrimination, and the general public about INA's anti-discrimination provisions. In FY 2019, we participated in over 100 in-person events and webinars reaching nearly 6,000 employees, employers, and other stakeholders.

We have over 60 memoranda of understanding with many Federal, state, and municipal fair employment practice agencies and with foreign governments. Through these partners, employees can get information and file charges of immigration related employment discrimination. These agreements also provide for the referral of discrimination charges and training for agency and consular staff.

## Hotlines: Early Stage Intervention

We operate three hotlines on the premise that modest, early intervention can prevent significant downstream cost and harm for all parties involved.

Our **INA Employer Hotline** and **Worker Hotline** works with thousands of callers each year with immigration-related employment issues. In a typical year, our hotline staff helps resolve about **200 instances** of workplace problems before employees file charges or a legal violation occurs. This often leads to the hire, retention, or rehire of the employee who called the hotline and also helps employers avoid costly litigation. We estimate these interventions preserved the jobs of 215 U.S. citizens and other callers with authorization to work in the United States in FY 2020, generating an estimated \$3.9 million in economic value.

Our **ADA Information Line** answers questions regarding all aspects of the Americans with Disabilities Act. A subset of these inquiries come from job applicants, employees, and employers regarding rights and responsibilities under Title I of the Americans with Disabilities Act.

## Coordination

We share responsibility in advancing equal opportunity in employment with two other Federal agencies. Because of this shared responsibility, we closely coordinate our enforcement strategies.

Partner Agency	Role
<i>Equal Employment Opportunity Commission (EEOC)</i>	Enforces anti-discrimination requirements, including: Title VII, the Equal Pay Act, the Age Discrimination in Employment Act, the ADA, GINA, the Rehabilitation Act, and E.O. 11246. The EEOC has enforcement responsibility over most employers in the United States who meet certain size requirements.
<i>Department of Labor</i>	Shares responsibility for enforcing the ADA, USERRA, and E.O. 11246.

## Policy

We review and analyze policies and documents from across the Federal government that impact employment rights, including materials from Congress, other Federal agencies, and the White House. Similar policy activities occur in other areas of our work as well. In a typical year, we review an average of 1,360 pieces of draft legislation, regulations, guidance, and other items across all civil rights areas. Our policy efforts help keep the Federal government aligned with consistent, compatible, and effective legal and policy positions on civil rights.

123

The number of employment-related policies and documents we reviewed between October 1, 2021 to September 30, 2022.

# Civil Rights Division in Action – Employment



## **Pennsylvania State Police.**

In April 2021, we settled our Title VII sex discrimination lawsuit against the Pennsylvania State Police (PSP) for \$2.2 million and 65 priority hires. We alleged that PSP’s use of physical tests as part of its entry level hiring process discriminated against female applicants. Because of this case, PSP will now use an exam that complies with Title VII.

## **Lanier Technical College, Georgia.**

Mary Queen has multiple sclerosis. She was also a part-time emergency medical technician lab assistant for Lanier Technical College, and a full-time as a paramedic for another employer. After Ms. Queen took three days of sick leave because of her multiple sclerosis, Lanier Technical College removed her from the teaching schedule for the entire semester, reduced her hours and pay to zero, and then fired her. When Ms. Queen questioned her removal from the schedule, her supervisor said that she needed “time to heal” and raised liability concerns. We sued Lanier Technical College under the ADA. Because of this case, the college agreed to revise its policies to comply with the ADA, including new scheduling practices. We also helped Ms. Queen receive back pay and compensatory damages.



## **Fleetlogix.**

Fleetlogix is a nationwide company that handles cleaning and transportation for rental car companies. Our investigation found that the company was routinely asking non-U.S. citizens for Homeland Security-issued documents to prove work eligibility. In contrast, Fleetlogix wasn’t specifying what documents U.S. citizens had to provide. We sued Fleetlogix under INA. Because of this case, Fleetlogix paid a civil penalty of \$627,000 to the United States, committed up to \$100,000 in back pay to compensate discrimination victims. It also agreed to train its employees on INA.

## Education

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All students, of all ages, deserve access to an education that will expand their knowledge and their horizons. They deserve access to an education that will prepare and inspire them to contribute socially and economically to our rapidly changing world. Discrimination in schools based on race, color, national origin, sex, religion, and disability should never interfere with a student’s educational opportunities.

We protect students from discrimination by upholding the following laws:

Laws and Policies We Enforce Addressing Discrimination in Education	Purpose
<i>Title IV of the Civil Rights Act (Title IV)</i>	Authorizes us to address discrimination on the basis of race, color, sex, religion, or national origin by public elementary and secondary schools and public institutions of higher learning.
<i>Equal Educational Opportunities Act (EEOA)</i>	Section 1703(f) requires state educational agencies and school districts take steps to overcome language barriers that impede English Learner students from participating equally in school districts’ educational programs.
<i>Title II of the Americans with Disabilities Act (ADA)</i>	Prohibits discrimination based on disability by state and local entities, including public schools.
<i>Section 504 of the Rehabilitation Act (Rehab Act)</i>	Prohibits the exclusion, the denial of benefits, and discrimination by reason of disability in programs or activities receiving Federal funds.
<i>Individuals with Disabilities Education Act (IDEA)</i>	Requires States and local education agencies to provide a free and appropriate public education to children with disabilities. <sup>2</sup>
<i>Title VI of the Civil Rights Act (Title VI)</i>	Prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving Federal financial assistance, including certain schools, colleges, and vocational rehabilitation programs.
<i>Title IX of the Education Amendments (Title IX)</i>	Makes it unlawful to discriminate on the basis of sex in any education program or activity receiving Federal financial assistance.
<i>Fair Housing Act (FHA)</i>	Makes it unlawful to discriminate in housing because of race or color, religion, sex, national origin, familial status, or disability. The FHA can cover student housing, including housing operated by universities.
<i>Executive Order 12250</i>	Charges us with coordinating with Federal agencies so they implement Federal civil rights laws (including Title VI, Title IX, and Section 504) in consistent and effective ways.
<i>Executive Order 13160</i>	Requires Federal agencies to ensure that federally conducted education or training programs and activities do not discriminate based on race, sex, color, national origin, disability, religion, age, sexual orientation, or status as a parent.

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<sup>2</sup> The Department of Education has primary responsibility for enforcing IDEA. We get involved in IDEA cases in two situations: 1) by participating in pending lawsuits, and 2) when protecting the educational rights of students in juvenile justice facilities.

*Violent Interference with Federally Protected Rights*  
18 U.S.C. § 245

Makes it a crime to use or threaten to use force to willfully interfere with a person enrolling in or attending public school or college because of race, color, religion, or national origin.

We use six core strategies to advance equal opportunities for students.

Civil Enforcement	Criminal Enforcement	Compliance	Outreach	Coordination	Policy
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## Civil Enforcement

We investigate and bring civil lawsuits against entities that violate the laws above. Our enforcement work includes, for example:

**Challenging modern-day forms of segregation.**

This includes addressing school policies that remove students from classrooms or isolate students based on race, disability, or other protected characteristics.

**Combating hate and harassment based on race, national origin, and religion.** This includes discriminatory harassment or violence in in schools. During the pandemic, for example, we addressed xenophobic harassment and violence targeting AAPI students. Where the incidents involve both criminal conduct and discriminatory harassment, we coordinate with the local U.S. Attorney’s Offices and law enforcement.

**Enforcing prohibitions on sex discrimination.**

We work to ensure that schools address and respond to sex discrimination on campus and in school programs and activities. This includes

addressing discrimination based on sexual orientation and gender identity. This work protects students from discrimination, including sexual harassment (, and sexual assault based on sex (including sexual orientation and gender identity).

We also participate in lawsuits filed by private parties. We do so by intervening (joining) those suits as a party, or by filing statements of interest and amicus briefs that provide our analysis of legal issues in the case.

Fiscal Year	Civil Education-Related Matters We Resolved
FY22	0
FY21	2
FY20	3
FY19	5
FY18	4

## Criminal Enforcement

We can investigate and prosecute those that use force or the threat of force because someone is enrolling in or attending public school or college.

## Compliance

We represent the United States in cases with standing court orders to implement education reforms. This includes approximately 140 desegregation cases across the country – some of which date back several decades. We work with school districts so they can meet their obligations under these longstanding consent decrees, and where necessary, we will move the court for action.

This allows us to eliminate vestiges of segregation and other forms of discrimination - ensuring that students in these school districts have an equal opportunity to access educational programs and activities without barriers based on race.

## Outreach

We engage in a range of outreach efforts to protect students across the country from discrimination. Our outreach includes:

**Legal resources** – We develop and share fact sheets and letters that help students, parents, school officials, and others understand the civil rights laws that apply in the education context. Working with the Department of Education, we develop and share resources covering topics like: *Confronting COVID-19 Related Harassment in Schools*; *Combating Discrimination Against AANHPI and MASSA Students*; *Ensuring English Learner Students Can Participate Meaningfully and Equally in Educational Programs*; and *The Rights of All Children to Enroll in School*.

**Speaking engagements and stakeholder engagement** – Our staff participates in panels and continuing legal education efforts aimed at legal practitioners working on education issues. We also meet with advocacy organizations, professional associations, and other members of the public to provide information, hear concerns and questions, and develop partnerships.

## Coordination

We share responsibility in advancing educational opportunities with other Federal agencies. To maximize the effectiveness of the Federal response, we coordinate with our counterparts at:

Partner Agency	Role
<i>Department of Education</i>	Enforces anti-discrimination requirements in education, including: Title VI of the Civil Rights Act, Title IX of the Educational Amendments, Section 504 of the Rehabilitation Act, Title II of the ADA, the ADEA, and the Boy Scouts of America Equal Access Act
<i>Department of Housing &amp; Urban Development</i>	Enforces anti-discrimination requirements in housing, including violations of civil rights in student housing.

Under Executive Order 13160, we are responsible for advising agencies on how to ensure that federally conducted education or training programs and activities do not discriminate. To do this, we issued and continue to make available [a guidance document](#) aimed at other Federal agencies.

Under Executive Order 12250, we are responsible for coordinating with Federal agencies so they effectively implement Federal civil rights laws, including laws that apply in schools, like Title IX, Title VI, and Section 504.

## Policy

We review and analyze policies and documents from across the Federal government that impact educational opportunities. For more information about our policy work, see page 19.

**73** The number of education-related policies and documents we reviewed between October 1, 2021 to September 30, 2022.



# Civil Rights Division in Action – Education



## **Toledo Public Schools.**

In Toledo, we found a pattern of racially disparate discipline, including in suspensions, expulsions, and referrals to law enforcement. When, for example, Black students and white students engaged in similar behavior, the school district disciplined Black students more severely and for longer periods of time than similarly situated white students. We reached a settlement with the Toledo Public Schools to address and prevent discrimination based on race, disability, and national origin.

## **Utah State University.**

We carried out a multi-year investigation of Utah State, where we found evidence that the school:

- often failed to investigate when students reported sexual harassment and assaults, and
- Sometimes missed patterns of assaults committed by the same perpetrator against multiple victims.

As a result, severe sexual harassment, including rapes and other forcible sexual assaults, went unaddressed, with serious, lasting consequences for student-victims.

We reached a settlement agreement with the school that will help ensure that Utah State University responds appropriately to sexual harassment, including sexual assault, of students.



## **Federal Way Public Schools.**

In King County, Washington, we investigated claims that students were calling Muslim students “terrorists,” pulled off their hijabs, and physically assaulting them. We also discovered evidence that students told a Latina student to “Go back to Mexico,” threatened to kill her, and physically assaulted her. We further found evidence that the district failed to properly communicate with parents and guardians who were not fluent in English.

Our settlement with the school district means that they will now take proactive steps to improve their response to peer-on-peer harassment based on religion and national origin. **25**



# Housing & Lending

Where you live is central to so many aspects of life – including access to employment, public transportation, education, healthcare, and a safe environment. Homeownership is a central tool for building wealth and developing financial security.

Federal civil rights laws protect individuals and families from discrimination as they **seek and enjoy their housing of choice**, and **seek access to credit** – including home mortgages, auto financing, and business loans.

We work to achieve compliance with the laws that outlaw discrimination across these contexts.

Laws We Enforce Addressing Discrimination in Housing & Lending	Purpose
Fair Housing Act (FHA)	Prohibits housing discrimination because of race or color, religion, sex, national origin, familial status, or disability. The FHA covers direct providers of housing, such as landlords and real estate companies, as well as other entities, such as municipalities, banks and other lending institutions, and homeowners’ insurance companies. Includes a criminal enforcement provision that makes it a crime to use or threaten to use force to interfere with housing rights.
Equal Credit Opportunity Act (ECOA)	Prohibits creditors from discriminating against credit applicants on the basis of race, color, religion, national origin, sex, marital status, age, because an applicant receives income from a public assistance program, or because an applicant has in good faith exercised any right under the Consumer Credit Protection Act.

We use six core strategies to make the promise of these laws a reality.

<b>Civil Enforcement</b>	<b>Criminal Enforcement</b>	<b>Testing</b>	<b>Outreach</b>	<b>Coordination</b>	<b>Policy</b>
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## Civil Enforcement

We investigate and bring civil lawsuits against entities that violate the laws described above. This includes, for example:

- Those who own or manage residential rental property, including **landlords, real estate agents, and property managers**,
- Those involved in the sale or ownership of residential property, including **sellers, real estate agents, lending institutions, and homeowners’ insurance companies**,

- **Local and county governments**, including housing authorities, and
- Financial institutions or other entities offering credit to customers, including **banks, credit unions, and auto dealerships**.

We also participate in lawsuits filed by private parties by intervening (joining) those suits as a party, and filing statements of interest and amicus briefs that provide our analysis of legal issues involved in the case.

We have used our enforcement authority to resolve lawsuits as follows:

Fiscal Year	Civil Housing & Lending Matters We Resolved
FY22	52
FY21	40
FY20	34
FY19	39
FY18	50

## Criminal Enforcement

We investigate and prosecute those that use force or the threat of force in the housing context. This includes when people use force or threats of force to keep others from:

- Selling, purchasing, or renting a home,
- Occupying a home,
- Financing a home, and more.

**17** The number of housing-related criminal matters we prosecuted since FY18.

## Testing

We established a testing program in 1991 to uncover “hidden” forms of discrimination. Individuals pose as prospective renters or borrowers to gather information from housing providers or lenders. Our program finds key evidence that can indicate whether a provider is complying with Federal civil rights laws. FY 2021 marked the testing program’s 30-year anniversary.

Since we began testing in 1992, we have resolved 110 cases with evidence directly generated from the Fair Housing Testing Program. These cases have resulted in the recovery of more than \$14.3 million, including over \$2.3 million in civil penalties and over \$12 million in other damages.

**43** The number of states where we conducted testing between FY 2017 and FY 2022.

Testing is also a key efficiency driver for our enforcement efforts:

- By using testing under certain conditions, we can quickly validate which of our matters warrant further investigation.
- We use testing to assess compliance, which helps us efficiently verify whether defendants are meeting their court-ordered obligations.

## Outreach

We engage with individuals, advocacy organizations, and professional associations to advance equal access to housing and lending, including:

**Victims and witnesses** - Investigating and litigating our cases requires extensive outreach into communities affected by discriminatory practices. Witness testimony is often key evidence in developing our cases and obtaining successful outcomes. We also attempt to locate all victims of a discriminatory pattern or practice in order to achieve a full and complete remedy, including compensation for everyone who was harmed by discrimination.

**Speaking engagements** – Our staff participates in conferences, panels, and continuing legal education efforts to discuss our fair housing and fair lending work, including how to identify potential violations of law and how to report those violations to us.

**Outreach to organizations and professional stakeholders** – We engage in targeted outreach to educate legal aid lawyers, law enforcement officers, housing developers, lenders, and other groups about the statutes we enforce and to explore avenues of future partnership to achieve fair housing and fair lending nationwide.

**Policy statements and guidance** – We have issued a number of informational documents on our own and in conjunction with our Federal partners, including the U.S. Department of Housing and Urban Development, on topics including reasonable accommodations and modifications for tenants with disabilities, accessibility requirements for multifamily dwellings, and state and local land use laws and practices. These materials available on our [website](#).

## Coordination

Housing and lending are complex areas and cut across several Federal agencies. Because of this shared responsibility, we coordinate closely with our Federal partners to drive an aligned strategy.

Partner Agency	Role
<i>Department of Housing &amp; Urban Development</i>	Issues regulations and guidance on the Fair Housing Act and conducts administrative investigations and enforcement.
<i>Consumer Financial Protection Bureau</i>	Regulate and monitor creditors for compliance with the Equal Credit Opportunity Act.
<i>Comptroller of the Currency</i>	
<i>Federal Reserve Board</i>	
<i>Federal Deposit Insurance Corporation</i>	
<i>National Credit Union Association</i>	
<i>Federal Trade Commission</i>	

## Policy

We review and analyze policies and documents from across the Federal government that impact fair housing and fair lending. For more information about our policy work, see page 19.

43

The number of housing & lending-related policies and documents we reviewed between October 1, 2021 to September 30, 2022.

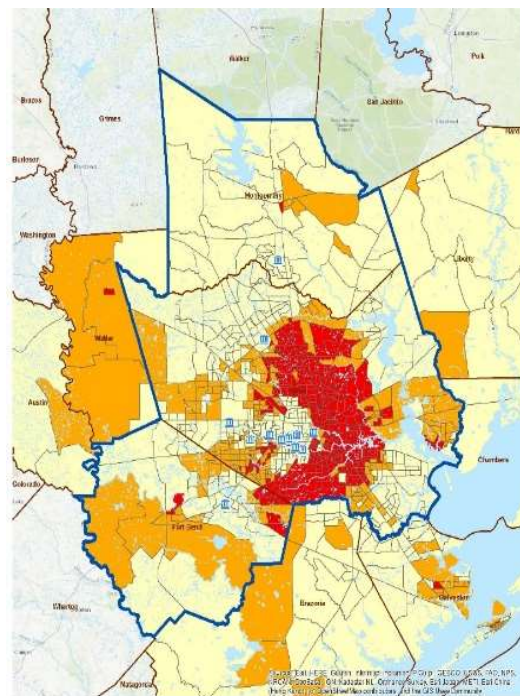
# Civil Rights Division in Action – Housing & Lending

## **Combating Redlining.**

The Attorney General launched a Combating Redlining Initiative in October 2021 to identify, investigate, and remedy unlawful redlining practices of lenders across the country. Redlining occurs when banks and other lenders avoid providing credit in communities of color. The Initiative builds on the longstanding work by the Division that seeks to make mortgage credit and homeownership accessible to all Americans on the same terms, regardless of race or national origin and regardless of the neighborhood where they live. The Initiative aims to strengthen and leverage partnerships with United States Attorneys' Offices, Federal regulatory agencies, and state attorneys general. The Division filed two redlining cases last year and currently has fifteen open redlining investigations.

### ***United States v. Cadence Bank, N.A.***

We settled redlining claims against Cadence Bank. The complaint alleges that Cadence avoided Black and Hispanic areas because of the race, color, and national origin of the people living in those neighborhoods. The complaint also alleges that Cadence's branches were concentrated in majority-white neighborhoods, that the bank's loan officers did not serve the credit needs of majority-Black and Hispanic neighborhoods, that Cadence's outreach and marketing avoided those neighborhoods, and that its internal fair-lending policies and procedures were inadequate to ensure that the bank provided equal access to credit to communities of color. Under the terms of the settlement, Cadence Bank will invest \$4.17 million in a loan subsidy fund for residents of predominantly Black and Hispanic neighborhoods in the Houston area, \$750,000 for development of community partnerships to provide services that increase access to residential mortgage credit in those neighborhoods, and at least \$625,000 for advertising, outreach, consumer financial education, and credit repair initiatives. The bank will dedicate at least four mortgage loan officers to majority-Black and Hispanic neighborhoods in Houston and open a new branch in one of those neighborhoods. Cadence will employ a director of community lending and development who will oversee these efforts and work in close consultation with the bank's leadership.



### ***United States v. Trustmark National Bank.***

We settled similar redlining claims against Trustmark National Bank. The complaint alleges that the bank redlined Black and Hispanic neighborhoods in Memphis. As a result of the settlement, the bank has opened a branch and a loan production office in the previously redlined areas, invested in marketing and community outreach to Black neighborhoods, and hired a director of community lending. Under the settlement the bank also established a loan \$3.85 million subsidy fund to increase credit opportunities for residents of the redlined neighborhoods.

# Disability Rights

When he signed the Americans with Disabilities Act into law, President George H. Bush called for an “end to the unjustified segregation and exclusion of persons with disabilities from the mainstream of American life.”

We work to make this vision a reality for people with disabilities in the United States. We enforce several statutes that prohibit discrimination against

people with disabilities as well as individuals receiving services in institutions.

In doing this, we have widespread impact. Our efforts affect millions of businesses and non-profit agencies, over 90,000 units of state and local government, over 55 million people with disabilities, and over 100 Federal agencies and commissions in the Executive Branch.

Laws We Enforce Protecting People with Disabilities	Purpose
<i>Americans with Disabilities Act (ADA)</i>	Ensures equal opportunity for people with disabilities, including the right to receive services in the most integrated setting appropriate to the needs of qualified individuals with disabilities.
<i>Section 504 of the Rehabilitation Act</i>	Prohibits discrimination on the basis of disability in any program or activity receiving Federal financial assistance.
<i>Fair Housing Act (FHA)</i>	Prohibits housing discrimination on the basis of disability, among other protected classes.
<i>Civil Rights of Institutionalized Persons Act (CRIPA)</i>	Protects the rights of people in state or local correctional facilities, juvenile justice facilities, nursing facilities, mental health facilities, and institutions for people with intellectual and developmental disabilities.
<i>The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act (Shepard-Byrd)</i>	Prohibits willfully causing bodily injury, or attempting to cause bodily injury with a dangerous weapon, when the crime was committed because of the person’s actual or perceived disability (among other protected classes). Covers disability-based hate crimes that affect interstate commerce, affected foreign commerce, or occurred within Federal special maritime or territorial jurisdiction.

We accomplish our work in this area through seven core strategies.

<b>Civil Enforcement</b>	<b>Criminal Enforcement</b>	<b>Testing</b>	<b>Outreach &amp; Assistance</b>	<b>Mediation</b>	<b>Coordination</b>	<b>Policy</b>
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## Civil Enforcement

We investigate and bring civil lawsuits to protect the rights of people with disabilities. Our legal teams seek policy changes, barrier removal, and when applicable, monetary relief for victims.<sup>3</sup>

This chart summarizes the civil cases we resolved involving violations of Federal disability rights laws.

Fiscal Year	Civil Disability Rights Matters We Resolved
<i>FY22</i>	33
<i>FY21</i>	33
<i>FY20</i>	34
<i>FY19</i>	43
<i>FY18</i>	26

## Criminal Enforcement

We prosecute those who commit hate crimes against people with disabilities.

*Shepard-Byrd* allows us to prosecute those who:

1. Willfully cause bodily injury, or attempt to cause bodily injury with a dangerous weapon,
2. Because of a person's actual or perceived disability, and
3. The crime affected interstate or foreign commerce, or occurred within Federal special maritime or territorial jurisdiction.

## Testing

Testing refers to the use of individuals who pose as prospective consumers or patrons for the purpose of gathering information, which may indicate whether a provider is complying with Federal civil rights laws.

We use testing to uncover evidence of disability discrimination. This helps us: build enforcement actions and understand whether defendants are continuing to comply with settlement terms.

For example, in FY 2019, our ADA compliance testing revealed that a defendant was not complying with aspects of the settlement agreement. As a result of this testing, our U.S. Attorney's Office partner took corrective action, and the defendant appropriately trained its staff. In this case, compliance testing ensured that the progress achieved through our enforcement work was made a reality for people with disabilities.

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<sup>3</sup> CRIPA only allows us to seek equitable relief to remedy violations.



## Outreach and Assistance

The ADA requires that we educate the public about their legal rights and responsibilities under the law. Accordingly, we provide free technical assistance to encourage voluntary compliance with the law. We deliver this assistance through:

**ADA.gov** – ADA.gov is consistently one of the top ten most-viewed websites managed by the Department of Justice, with about 10 million views in FY 2020. Individuals with disabilities and advocacy groups use ADA.gov to learn about their rights and to report violations. We receive over 2700 ADA-related reports each month (or over 30,000 per year) through our reporting portal. Businesses—small to large—use ADA.gov to find technical assistance so that they can understand how to meet their accessibility requirements and avoid litigation for lack of compliance with the law. Lawyers and other legal professionals can use the website to stay up to date on the legal ADA

landscape and to prepare better cases for their clients.

**ADA Information Line** – We operate a telephone hotline service where people can get information on the ADA and other disability rights laws. In FY 2020, call-takers on the ADA Information Line answered almost 35,000 calls from people. Our staff helped people with disabilities, representatives of state and local governments, businesses, disability rights advocates, and others.

**Informational resources** – We develop and share [technical assistance materials](#) that help businesses, State and local governments, and individuals understand their rights and responsibilities under the law. This includes FAQs, primers, know your rights documents, fact sheets, guides, manuals, model policies, tool kits, informational videos, checklists, and letters.

## Mediation

We operate the [ADA Mediation Program](#). Our program has informally resolved thousands of ADA complaints. It lets parties – the person who filed the complaint and the business or local government named in the complaint – develop mutually agreed upon solutions that comply with the ADA.

This program expands the reach of the ADA by improving the speed and cost-effectiveness with which we can resolve alleged violations. We manage the ADA Mediation Program through a public-private partnership with the Key Bridge Foundation (KBF). This cooperative, voluntary

approach can: preserve relationships between parties, produce win-win results, increase access for people with disabilities, and save businesses and State and local governments time and money as they avoid court proceedings.

5900+

The number of complaints our program has mediated since its 1994 launch.

~78%

The percent of mediations that resolve the underlying complaint.

## Coordination

Protecting the Federal rights of people with disabilities is a shared and complex effort. There is a strong need to coordinate because we share responsibility across several different agencies. We help drive an aligned strategy with our partners across the Federal government. These partners include:

Partner Agency	Role
<i>Equal Employment Opportunity Commission</i>	Issues, enforces, and provides technical assistance on the ADA Title I employment provisions.
<i>Access Board</i>	Develops design criteria for the built environment, transit vehicles, telecommunications equipment, medical diagnostic equipment, and information technology. Enforces accessibility standards that cover Federally funded facilities.
<i>Department of Labor</i>	Shares responsibility for enforcing ADA Title I employment provisions. Also enforces ADA Title II provisions that apply to State and local governments and other public entities operating programs and activities related to labor and the workforce.
<i>Department of Transportation</i>	Enforces the transportation-related terms of the ADA and Section 504 of the Rehabilitation Act. Relevant parts of DOT include the Federal Transit Administration, Federal Highway Administration, Federal Railroad Administration, and Federal Motor Carrier Safety Administration.
<i>Federal Communications Commission</i>	Enforces telecommunications services-related terms of the ADA.
<i>National Council on Disability</i>	Advises the President, Congress, and other Federal agencies regarding policies, programs, practices, and procedures that affect people with disabilities.
<i>Department of Housing and Urban Development</i>	Enforces the disability-related portions of the Fair Housing Act, the ADA (Title II), and Section 504 as applied to housing and community development programs (including those funded by HUD).

## Policy

We review and analyze policies and documents from across the Federal government that impact disability rights. For more information about our policy work, see page 19.

197

The number of disability rights-related policies and documents we reviewed between October 1, 2021 to September 30, 2022.

# Civil Rights Division in Action – Disability Rights



## **Amtrak.**

We found evidence that Amtrak was not making its existing intercity rail stations readily accessible to and usable by individuals with disabilities, including individuals who use wheelchairs. Under the ADA, Amtrak had 20 years from the law’s 1990 enactment to make its stations accessible, but it failed to comply. In December 2020, we reached an agreement with the company. Because of this agreement, Amtrak will fix its inaccessible stations and pay \$2.25 million to impacted people with disabilities.



## **Hampton Roads Regional Jail.**

We found evidence that the Hampton Roads Regional Jail’s approach to medical care, mental health care, and restrictive housing violated the Constitutional and ADA rights of prisoners. As a result, we took action to bring the jail into compliance with the law. In August 2021, we reached an agreement that sets out a set of key reforms. Hampton Roads Regional Jail will now take steps to appropriately screen and assess prisoners using qualified professionals, adequate treatment planning and suicide prevention practices, specialized mental health housing units, and a quality assurance program.

**Massachusetts Department of Children and Families.** In Massachusetts, we learned that the Department of Children and Families (DCF) was discriminating against parents with disabilities in the way it administered its child welfare program. We reached a landmark agreement with the state to remedy these issues. Because of our agreement, DCF is now taking critical steps to ensure the ADA’s protections extend to parents with disabilities throughout the state. This includes appointing statewide and regional coordinators to oversee DCF’s efforts to comply with Title II and Section 504; creating a new Parents with Disabilities Policy, including processes for requesting disability-based accommodations and filing disability-based complaints; and training staff on DCF’s obligations to parents with disabilities and its new policies and procedures.

# Religious Freedom

A founding principle of our nation is that we are free to practice the religion of our choice, without fear or harm. We work to ensure that people are not treated unfairly at work, at school, in housing, or in places of public accommodation because of their religion. We also protect the basic right to buy, rent, and use land for worship and religious exercise.

We do this by upholding the following laws:

Laws We Enforce Protecting Religious Freedom	Purpose
<i>Religious Land Use and Institutionalized Persons Act (RLUIPA)</i>	“Land use” provisions protect religious institutions from unduly burdensome or discriminatory land use regulations. “Institutionalized persons” provisions ensure that state and local institutions (including jails, prisons, and juvenile detention facilities) do not place arbitrary or unnecessary restrictions on religious practice.
<i>Fair Housing Act (FHA)</i>	Prohibits housing discrimination based on religion.
<i>Title IV of the Civil Rights Act (Title IV)</i>	Authorizes us to address discrimination based on religion in public schools and institutions of higher education.
<i>Title VII of the Civil Rights Act (Title VII)</i>	Prohibits employment discrimination based on religion. Also requires employers to make religious accommodations in certain situations.
<i>Title II of the Civil Rights Act (Title II)</i>	Prohibits places of public accommodation from discriminating on the basis of religion.
<i>Equal Credit Opportunity Act (ECOA)</i>	Prohibits creditors from discriminating against credit applicants on the basis of religion.
<i>Freedom of Access to Clinic Entrances Act (FACE)</i>	Protects the right of people to exercise the First Amendment right of religious freedom at a place of religious worship. Also protects places of religious worship from intentional property damage.
<i>Damage to Religious Property, 18 U.S.C. § 247</i>	Protects religious real property from being targeted for damage because of the religious nature of the property or because of the race, color, or ethnic characteristics of the people associated with the property. The statute also criminalizes the intentional obstruction by force or threatened force of any person in the enjoyment of religious beliefs.
<i>The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act (Shepard-Byrd)</i>	Prohibits willfully causing bodily injury, or attempting to cause bodily injury with a dangerous weapon, when the crime was committed because of the person’s actual or perceived religion (among other protected classes).

We use five core strategies to make the promise of these laws a reality.

Civil Enforcement	Criminal Enforcement	Outreach	Coordination	Policy
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## Civil Enforcement

We investigate and bring civil lawsuits to protect the ability of people to practice the religion of their choice. Our civil enforcement work includes:

4. Helping religious schools or places of worship overcome unlawful zoning or planning restrictions that prevent them from using land for religious purposes,
5. Ensuring that inmates have access to diets or are permitted to have facial hair in accordance with their religious beliefs,
6. Protecting students from harassment in schools because of their religion, and
7. Protecting employees’ rights to religious accommodations in the workplace.

party, and filing statements of interest and amicus briefs that provide our analysis of legal issues in the case.

Fiscal Year	Civil Religious Freedom Matters We Resolved
FY22	12
FY21	8
FY20	5
FY19	17
FY18	9

We also participate in lawsuits filed by private parties by intervening (joining) those suits as a

## Criminal Enforcement

We prosecute those who commit religion-based hate crimes. This includes prosecuting people who:

- Cause bodily injury, or attempt to cause bodily injury with a dangerous weapon, to someone because of the victim's religion; and
- Damage, or keep people from attending, places of worship.

**12** From October 2017 to October 2022, the number of individuals we obtained convictions against for attacks or threats against places of worship.

**12** From October 2017 to October 2022, the number of individuals we obtained convictions against for religion-motivated hate crimes.

## Outreach

We engage in a range of outreach efforts in order to protect the religious freedom of people across the country. This includes:

**Legal resources** – We develop and share fact sheets, statements, Q&As, and guides that help the public understand the civil rights laws that impact religious freedom. We have developed and shared resources covering topics like:

- [Information about Federal Religious Land Use Protections](#);
- [Questions and Answers on the Land Use Provisions of RLUIPA](#);
- [Update on the Justice Department’s Enforcement of the Religious Land Use and Institutionalized Persons Act: 2010 – 2016](#); [and](#)
- [Report on the Twentieth Anniversary of the Religious Land Use and Institutionalized Persons Act](#)

**Public speaking** – Our staff participates in conferences, panels, and listening sessions with religious organizations to discuss our religious freedom work, including how to identify potential violations of law and how to report those events to us.

## Coordination

We share responsibility in protecting religious freedom with other Federal agencies. Because of this shared responsibility, we coordinate and work to drive an aligned strategy.

Partner Agency	Role
<i>Equal Employment Opportunity Commission</i>	Enforces anti-discrimination requirements in employment, including Title VII of the Civil Rights Act of 1964.
<i>Department of Education</i>	Enforces anti-discrimination requirements in education.
<i>Department of Housing &amp; Urban Development</i>	Enforces anti-discrimination requirements in housing in accordance with the Fair Housing Act.
<i>Consumer Financial Protection Bureau</i> <i>Comptroller of the Currency</i> <i>Federal Reserve Board</i>	Regulate and monitor creditors for compliance with the Equal Credit Opportunity Act.

*Federal Deposit Insurance Corporation*

*National Credit Union Association*

*Federal Trade Commission*

## Policy

We review and analyze policies and documents from across the Federal government that impact religious freedom. For more information about our policy work, see page 19.

17

The number of policies and documents related to religious freedom that we analyzed between October 1, 2021 to September 30, 2022.

# Civil Rights Division in Action – Religious Freedom



## Toms River, N.J.

We learned that Toms River enacted a series of revisions to its zoning code that greatly limited the ability of houses of worship to open in the township. For example, Toms River enacted a 10-acre parcel minimum requirement. These restrictions had a particular impact on the Township’s Orthodox Jewish population, who, because of their faith and religious traditions, tend to worship at small houses of worship which they walk to and from on the Sabbath and Holidays. In March 2021, we entered a [consent order](#) with the township. In compliance with the consent order, Toms River has revised its zoning code, trained its officials and employees on RLUIPA’s requirements, and established a procedure for receiving and resolving RLUIPA complaints.



## Place to Worship Initiative.

In June 2018, we launched a targeted effort to help religious assemblies, both small and large, having a place to gather for worship and carry out other religious activities. We have carried this out by increasing: our RLUIPA land-use enforcement, coordination and training of U.S. Attorney’s Offices, and public awareness through the [Place to Worship Initiative](#). Since then, we have filed nine lawsuits and nine statements of interest and opened 33 investigations in disputes involving Buddhists, Christians, Hindus, Jews, Muslims, and Native Americans.

## Criminal convictions for religious hate crimes and attacks on places of worship.

February 26, 2021: sentencing of a Colorado man to more than 19 years in prison for plotting to blow up the Temple Emanuel Synagogue in Pueblo, Colorado; and

November 2, 2020: sentencing of a Louisiana man to 25 years in prison for setting fire to three Baptist churches;

We also are prosecuting the alleged shooters at the Pittsburgh Tree of Life Synagogue in October 2018 and at the Poway, California synagogue in April 2019, which together left 12 worshippers dead, and many others wounded.

October 17, 2018: sentencing of a Texas man to more than 24 years in prison for burning down the Victoria Islamic Center.

## Meriden, CT.

After the City of Meriden denied the Omar Islamic Center’s application to establish a mosque in March 2019, we opened a civil rights investigation. We found evidence that the city violated RLUIPA by denying the application and also maintaining a zoning code that treated religious assemblies and institutions less favorably than non-religious assemblies and institutions. Our resulting [consent order](#) requires Meriden to, among other things, amend its zoning ordinance and provide RLUIPA training to its officials and employees.



# Access to Basic Services

The Greensboro Sit-In was one of the most enduring moments from the civil rights movement. Four black students took seats at a local lunch counter, ordered a cup of coffee, and thus challenged the store’s segregation policy. The moment galvanized the nation because it brought

such sharp focus to the simple indignity of refusing to offer basic services to another person solely because of race.

Federal law now protects the right to access certain basic services. We work to protect this right.

Laws Protecting Access to Basic Services	Purpose
Title II of the Civil Rights Act (Title II)	Prohibits discrimination based on race, color, religion, and national origin in places of public accommodation.
Title III of the Americans with Disabilities Act	Prohibits discrimination based on disability in places of public accommodation.
Freedom of Access to Clinic Entrances Act (FACE)	Protects patients and health care providers against threats of force and physical obstruction of reproductive health facilities.
Violent Interference with Federally Protected Rights, 18 U.S.C. § 245	Makes it a crime to use or threaten to use force to willfully interfere with a person’s travel or enjoyment of public accommodations because of race, color, religion, or national origin.

We use six primary strategies to make the promise of these laws a reality.

Civil Enforcement	Criminal Enforcement	Testing	Outreach & Assistance	Coordination	Policy
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## Civil Enforcement

We investigate and bring civil lawsuits to protect the right to access basic services. This includes bringing suit when:

Hotels, restaurants, nightclubs, theaters, and other places of public accommodation refuse to serve or discriminate against customers based on race, color, religion, or national origin,

Businesses providing goods or services to the public are not accessible to customers with disabilities, and

People cannot access reproductive health facilities due to use or threat of force and physical obstruction.

Fiscal Year	Civil Matters We Resolved Involving Access to Basic Services
FY22	15
FY21	4
FY20	8
FY19	8
FY18	12

## Criminal Enforcement

We prosecute those who use force or the threat of force to keep anyone from accessing basic services like public accommodations or reproductive health clinics.

Fiscal Year	Criminal Matters We Resolved Involving Access to Basic Services
FY22	3
FY21	2
FY20	2
FY19	2
FY18	1

## Testing

Testing refers to the use of individuals who pose as prospective consumers or patrons for the purpose of gathering information, which may indicate whether a provider is complying with Federal civil rights laws. For many years, the Fair Housing Testing Program has conducted testing to uncover public accommodations discrimination under Title II. In recent years, the program has also expanded

its testing to include public accommodations discrimination under the ADA.

Between FY 2017 and the second quarter of FY 2022, more than a quarter of the testing we conducted focused on places of public accommodation.

## Policy

We review and analyze policies and documents from across the Federal government that impact the ability to access public accommodations. For more information about our policy work, see page 19.

# Civil Rights Division in Action – Accessing Basic Services



**360 Midtown.** We uncovered evidence that a Houston-based sports bar discouraged or denied entry to African Americans, Hispanics, and Asian-Americans. We also found evidence the owner-operator used racial slurs as he explicitly instructed employees to exclude certain patrons. Because of our settlement agreement, defendants must now comply with Title II, put a system in place to receive and investigate complaints of discrimination, and carry out monitoring to ensure that 360 Midtown’s employees act in a non-discriminatory manner.



**Kung Fu Saloons.** When we found evidence that the owners and operators of a Texas bar/restaurant chain discriminated against African-American and Asian-American patrons, we filed suit. Because of this case, Kung Fu Saloons must now post and enforce a non-discriminatory dress code policy; put in place a system for receiving and investigating complaints of discrimination; and carry out monitoring to ensure that Kung Fu Saloon’s employees are acting in a non-discriminatory manner.



## Advancing Criminal Justice

We are uniquely positioned to ensure that the criminal justice system not only treats all individuals equally under the law, but is leveraged to hold those who violate the rights of others accountable under our criminal laws. Our criminal justice work includes the following components:

***Law enforcement.*** We conduct civil investigations into law enforcement agencies for systemic violations of Federal law, including discriminatory policing, and criminally prosecute law enforcement officials who violate the constitutional rights of others.

***Hate crimes.*** We engage in community outreach and education regarding hate crimes, and investigate and criminally prosecute those who commit such crimes because of bias motivated by race, color, national origin, religion, gender, sexual orientation, gender identity, or disability.

***Human trafficking.*** We partner domestically and internationally to investigate, prosecute, and eradicate human trafficking networks that exploit both children and adults.

***Civil rights cold cases.*** We review and resolve civil rights cases under the Emmett Till Cold Case Act.

# Law Enforcement

Every person in this country deserves public safety systems that are lawful, responsive, transparent, and nondiscriminatory. We are uniquely positioned to help communities achieve justice and restore trust in their police and justice systems.

Laws to Hold Officials Accountable: Criminal Enforcement	Purpose
<i>Official Misconduct, 18 U.S.C. §§ 241, 242</i>	Section 242 makes it a crime for any person acting under color of law – using or abusing government authority – to willfully deprive any person of rights protected by the constitution or Federal law. Section 241 is the civil rights conspiracy statute, applying to color-of-law violations committed by two or more people in concert.
Laws to Remedy Systemic Violations: Civil Enforcement	Purpose
<i>Violent Crime Control and Law Enforcement Act (§ 12601)</i>	Prohibits law enforcement officials or government employees involved with juvenile justice from engaging in a pattern or practice of violating people’s Federal rights.
<i>Omnibus Crime Control and Safe Streets Act</i>	Prohibits discrimination on the basis of race, color, sex, or national origin by agencies receiving Federal funds.
<i>Title VI of the Civil Rights Act</i>	Prohibits discrimination on the basis of race, color, or national origin by agencies receiving Federal funds.
<i>Civil Rights of Institutionalized Persons Act (CRIPA)</i>	Protects the rights of people in state or local correctional facilities, nursing homes, mental health facilities, and institutions for people with intellectual and developmental disabilities.
<i>Americans with Disabilities Act</i>	Prohibits discrimination against individuals with disabilities by public entities, including by denying persons with disabilities from the benefits of the services, programs, or activities of a public entity.

We use five core strategies to make the promise of these laws a reality.

Civil Enforcement	Criminal Enforcement	Outreach	Coordination	Policy

## Civil Enforcement

Our civil litigation teams investigate law enforcement agencies that are accused of systematically violating people's Federal rights, including:

- The **First Amendment**-protected right to engage in peaceful protests.
- The **Fourth Amendment**-protected right to be free for the use of excessive force,
- The **Eighth Amendment**-protected right to be free of excessive bail, excessive fines, and cruel and unusual punishment,
- The **Fourteenth Amendment**-protected right to equal protection of the laws, and

Using our civil enforcement authority, we have investigated dozens of law enforcement agencies. The reforms we obtain through our enforcement, including those below, promote effective and constitutional policing nationwide:

- Improving the investigation and review of uses of force,
- Establishing safeguards to prevent discriminatory policing,
- Engaging in meaningful community-police partnerships,
- Creating more effective training and supervision of officers to ensure that police actions are legal and fair,
- Implementing independent oversight, including data collection and analysis, and

- Increasing transparency.

Our range of expertise also allows us to address civil rights violations involving law enforcement in other contexts, such as in K-12 schools and higher education settings or in enforcing local ordinances that affect access to housing.

**12** The number of settlements and court orders we are monitoring (as of FY22 related to police reform.

Fiscal Year	Civil Matters We Resolved Involving Systemic Violations
FY22	2
FY21	5
FY20	8
FY19	22
FY18	8

## Criminal Enforcement

We investigate and prosecute government officials, including law enforcement officers and correctional officers, who willfully violate individuals' constitutional rights. The investigations most often involve alleged uses of excessive force, but also include sexual misconduct, theft, false arrest, and deliberate indifference to serious medical needs or a substantial risk of harm to a person in custody.

These investigations and prosecutions are essential to our nation's foundational belief is that no one is above the law. By holding officers accountable for these violations of law, we help bolster and rebuild community trust in our law enforcement institutions.

Fiscal Year	Criminal Convictions Involving Official Misconduct
FY22	24
FY21	40
FY20	57
FY19	50
FY18	44

## Outreach

We create resources and materials to disseminate information about our law enforcement work widely, and engage in targeted outreach to communities and other stakeholders to build partnerships, including through:

**Legal resources** – We develop and share information about our police reform work to help state and local jurisdictions, law enforcement agencies, advocates, and individuals understand their rights and responsibilities, including:

- [The Civil Rights Division’s Pattern and Practice Police Reform Work](#)
- [Police Reform Finder](#)
- [Principles for Promoting Police Integrity](#)
- [Addressing Police Misconduct](#)
- [Guidance for Federal Law Enforcement Agencies Regarding the Use of Race,](#)

[Ethnicity, Gender, National Origin, Religion, Sexual Orientation, or Gender Identity](#)

- [Identifying and Preventing Gender Bias in Law Enforcement Response to Sexual Assault and Domestic Violence](#)

**Community engagement** – Our work requires extensive community outreach and stakeholder engagement, both to understand patterns of unlawful conduct, and to implement reforms in a way that addresses violations of law while rebuilding community trust.

**Public speaking** – Our staff participates in conferences, panels, and other meetings to discuss our work in this area, including how to identify potential violations of law and how to report them to us.

## Coordination

We work closely with the FBI and other Federal, state, and local law enforcement organizations to investigate and bring enforcement actions when we find violations of law. We also coordinate with all levels of government regarding best practices in the field of law enforcement.

## Policy

We review and analyze policies and documents from across the Federal government that impact our work on criminal justice. For more information about our policy work, see page 19.

139

The number of criminal justice-related policies and documents we analyzed between October 1, 2021 to September 30, 2022.

## Civil Rights Division in Action – Law Enforcement



**Minneapolis.** In March 2020, George Floyd was killed by Minneapolis Police Department officers during the course of his arrest. His death sparked a new wave of protests across the nation, exposing continuing and significant public concern that law enforcement agencies fail to treat all individuals equally under the law. In the aftermath of Mr. Floyd’s death, we opened a pattern or practice investigation into systemic violations of law by the Minneapolis Police Department and indicted the four former police officers involved for violations of 18 U.S.C. § 242. In July 2022, all four were given prison sentences including Derek Chauvin, who was sentenced to serve more than twenty years in prison for depriving George Floyd Jr. and a then-14-year-old child of their constitutional rights.



**Tracy City, TN.** In January 2022, Anthony Bean (former Chief of the Tracy City Police Department, and former Deputy Chief of the Gundy County Sheriff’s Office) was convicted of using excessive force against two arrestees for repeatedly striking them in the face and causing other injuries while the arrestees were handcuffed and compliant. Bean later bragged about using excessive force against his victims, and failed to report his uses of force. Bean’s sentencing has been set for June where he faces a maximum penalty of 10 years of imprisonment on each of the three counts of conviction.



# Hate Crimes

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Hate crimes have a devastating effect beyond the harm inflicted on any one victim. They reverberate through families, communities, and the entire nation. Hate crimes cause the most vulnerable among us to live in fear that they could be threatened, attacked, or forced from their homes, because of what they look like, who they are, where they worship, whom they love, or whether they have a disability. Hate crimes erode the fundamental trust and ties that bind us all as Americans.

We prosecute those who commit hate crimes, which include acts of physical harm and specific criminal threats that are motivated by animus based on race, color, national origin, religion, gender, sexual orientation, gender identity, or disability. We rely on the following laws in our hate crimes prosecutions:

Hate Crimes Laws	Purpose
<p><i>The Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009</i></p>	<p>The first hate crime statute that incorporates sexual orientation and gender identity. The Act makes it a Federal crime to willfully cause bodily injury, or attempt to do so using a dangerous weapon, because of the victim’s actual or perceived race, color, religion, or national origin. The Act also covers crimes committed because of the actual or perceived religion, national origin, sexual orientation, gender, gender identity, or disability of any person, if the crime affected interstate or foreign commerce or occurred within Federal special maritime or territorial jurisdiction.</p>
<p><i>Criminal Interference with Right to Fair Housing</i> 42 U.S.C. § 3631</p>	<p>Makes it a crime to use or threaten to use force to interfere with housing rights because of race, color, religion, sex, disability, familial status, or national origin.</p>
<p><i>Damage to Religious Property</i> 18 U.S.C. § 247</p>	<p>Protects religious real property from being targeted for damage because of its religious nature or because of the race, color, or ethnic characteristics of the people associated with the property. The statute also criminalizes intentionally obstructing by force or threatened force of any person in the enjoyment of religious beliefs.</p>
<p><i>Violent Interference with Federally Protected Rights</i> 18 U.S.C. § 245</p>	<p>Makes it a crime to use or threaten to use force to willfully interfere with a person’s participation in a Federally protected activity because of race, color, religion, or national origin. Federally protected activities include:</p> <ul style="list-style-type: none"> <li>· public education</li> <li>· employment</li> <li>· jury service</li> <li>· travel</li> <li>· enjoyment of public accommodations.</li> </ul> <p>Under this statute, it is also a crime to use or threaten to use force against those who are assisting and supporting others in participating in these Federally protected activities.</p>
<p><i>Conspiracy Against Rights</i> 18 U.S.C. § 241</p>	<p>Makes it unlawful for two or more persons to conspire to injure, threaten, or intimidate a person in the free exercise or enjoyment of any right or privilege secured to the individual by the U.S. Constitution or Federal law.</p>

We use four core strategies to make the promise of these laws a reality.

<b>Criminal Enforcement</b>	<b>Outreach</b>	<b>Coordination</b>	<b>Policy</b>
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## Criminal Enforcement

Since January 2017, we have prosecuted a number of high-profile matters, including cases in Charlottesville, VA, Pittsburgh, PA, New York, NY, and El Paso, TX. Moreover, we have investigated more than 1,000 incidents involving acts of violence, threats, assaults, vandalism, and arson targeting Arab, Muslim, Sikh, and South Asian Americans, as well as individuals perceived as members of these groups since 9/11.

Fiscal Year	Criminal Convictions for Hate Crimes
FY22	14
FY21	16
FY20	12
FY19	11
FY18	31

## Outreach

The public is our single most important partner in combating hate crimes. If we are going to make a difference, it is because members of the public have stepped forward and reported incidents of hate to the FBI or their local law enforcement agencies. We have therefore invested significant resources in our outreach activities, including:

**Hate Crimes Website** – In 2018, we collaborated with other DOJ offices to launch the [Hate Crimes Website](#), which provides a centralized portal for the Department’s hate crimes resources for law enforcement, media, researchers, victims, advocacy groups, and other related organizations and individuals. Since its launch in October 2018, over a million people have visited the site. Most importantly, the site has helped many of those visitors find their way to the FBI’s hate crimes reporting portal. We continue to build and improve the site, regularly releasing new updates and features.

**Hate Crimes Summit** – To build trust between communities and law enforcement and encourage hate crime reporting, we bring together DOJ agents, prosecutors, outreach specialists, funders, and victim advocates to determine how best to combat hate violence in a comprehensive manner. Approximately 60 subject matter experts and community and faith leaders gathered in 2018 for a Hate Crimes Summit in Washington, D.C. to develop recommendations for enhancing hate crimes investigation and reporting.

**Training** - Based on recommendations from the 2018 Summit, we led the creation of a model hate crimes outreach training for DOJ components to give in their communities. The ultimate goal of the program is to further hate crimes prevention efforts, and improve the accuracy of hate crime statistics, as more people become willing to report hate crimes to law enforcement. The training was set to be piloted in FY 2020, and was placed on hold due to the pandemic.

**Community engagement and public speaking** – We speak at conferences, participate on panels, attend community meetings, and take part in other outreach events to educate members of the public about hate crimes and how to report incidents for investigation. We also target outreach on local law

enforcement agencies and community service providers who are likely to receive information about hate crimes in their communities and can provide resources and information to those who need it.

## Coordination

Our hate crimes work involves significant coordination with the FBI, state and local law enforcement agencies, and U.S. Attorney’s Offices nationwide.

**Hate Crimes Enforcement and Prevention Initiative** – We lead this Initiative, which coordinates DOJ efforts to eradicate hate crimes by facilitating training, outreach, and education to law enforcement agencies and the public at the Federal, state, local and tribal levels. Statistics show that most hate crimes are not reported to law enforcement, which hampers progress in combating these crimes.

## Policy

We review and analyze policies and documents from across the Federal government that impact hate crimes. For more information about our policy work, see page 19.

19

The number of policies and documents related to hate crimes that we analyzed between October 1, 2021 to September 30, 2022.

# Civil Rights Division in Action – Hate Crimes



## **United States v. Earnest.**

On April 29, 2019, John Earnest shot and killed one congregant and wounded three others when he attacked the Poway Chabad in Poway, CA. We charged Earnest in a 113-count indictment with violations of Section 249 and 247 for the murder of one congregant and attempted murder of the other 54 congregants worshipping inside. We also charged Earnest with attempting to set fire to a mosque in Escondido, CA.



**United States v. Garza.** In February 2020, the FBI arrested four men for a conspiracy to threaten and intimidate journalists and activists who were working to expose anti-Semitism. The four defendants were members of a neo-Nazi group called the Atomwaffen Division and focused their intimidation efforts primarily on those who were Jewish or people of color. This included placing a poster on the bedroom window of a prominent Jewish journalist that showed a figure in a skull mask holding a Molotov cocktail in front of a burning home. The poster included the victim's name and address and warned, "Your actions have consequences. Our patience has its limits . . . You have been visited by your local Nazis." It also included placing a poster on the window of a home believed to belong to a Puerto Rican newscaster. The poster featured several swastikas and read "we know where you live . . . we are watching" and "do not fuck with us."

# Human Trafficking

Human trafficking is a form of modern slavery; it takes many forms and can involve exploitation of both adults and children for labor and sex. Millions are estimated to be trafficked around the world each year – including into and within the United States.

Human Trafficking Law	Purpose
<i>Trafficking Victims Protection Act (TVPA)</i>	Criminalizes the use of force, fraud, or coercion to compel a person to engage in labor, services, or commercial sex. We also enforce a number of related criminal statutes prohibiting peonage, involuntary servitude, and related violations.

We use four core strategies to make the promise of these laws a reality.

<b>Criminal Enforcement</b>	<b>Outreach</b>	<b>Coordination</b>	<b>Policy</b>
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## Criminal Enforcement

We formed a Human Trafficking Prosecution Unit (HTPU) in 2007 to consolidate and scale the expertise of some of the nation’s top human trafficking prosecutors. HTPU prosecutes novel, complex, multi-jurisdictional, and international human trafficking cases involving forced labor, international sex trafficking, and sex trafficking of adults through force, fraud, or coercion, in collaboration with U.S. Attorney’s Offices nationwide.

In addition to our prosecutions, we:

- Formulate and implement new enforcement initiatives;
- Strengthen strategic partnerships; and
- Develop and deliver capacity-building programs on best practices in survivor-centered human trafficking investigations and prosecutions.

We also lead a number of domestic and international initiatives aimed at dismantling trafficking networks, prosecuting traffickers, and helping victims of human trafficking.

To this end, in FY 2022, we worked in collaboration with DOJ’s Criminal Division and USAOs to bring 228 human trafficking cases, charge 347 defendants, and obtain 106 convictions.

Fiscal Year	Criminal Convictions for Human Trafficking
FY22	106
FY21	208 <sup>4</sup>
FY20	200 <sup>5</sup>
FY19	350
FY18	347

<sup>4</sup> Many federal courthouses remained closed for significant portions of FY 2021. The resulting backlogs in many jurisdictions from pandemic-related court closures during FYs 2020 and 2021 continued

to cause substantial delays in human trafficking prosecutions throughout FY 2021, with attendant low numbers of convictions.

<sup>5</sup> Ibid.

## Outreach

Our outreach activities around human trafficking include:

**Victims of Trafficking** – We give direct help to victims of human trafficking. Our victim/witness coordinators help victims access services like as case management, housing, medical care, counseling, and shelter. Victim/witness coordinators also help victims understand their rights under the Attorney General Guidelines and the Trafficking Victims Protection Act.

**Domestic and International Law Enforcement** – We help law enforcement, both domestically and internationally, by giving them information about human trafficking operations and best practices for enforcement.

## Coordination

Success in combating human trafficking requires extensive coordination with international, Federal, state, and local entities. Our coordination role includes the following:

**Anti-Trafficking Coordination Teams** – We lead the Anti-Trafficking Coordination Team (ACTeam) Initiative, an interagency enforcement collaboration with the FBI, the Executive Office of United States Attorneys, and the Departments of Homeland Security (DHS) and Labor. The ACTeam Initiative brings together teams of Federal agents and Federal prosecutors in competitively selected districts to develop high-impact human trafficking investigations and prosecutions in collaboration with national anti-trafficking subject matter experts. During Phase II of the Initiative, which concluded in 2018, the six ACTeam Districts increased the number of defendants charged by 75 percent and more than doubled the number of defendants convicted, compared to a 1 percent increase in the number of defendants charged and a 36 percent increase in

defendants convicted nationwide during the same period of time. The Department is currently analyzing the resource demands for a Phase III ACTeam launch.

**Federal Enforcement Working Group on Human Trafficking** – We chair the Federal Enforcement Working Group on Human Trafficking (FEWG). We also lead DOJ’s anti-trafficking legislative, policy, and programmatic priorities, and ensure that the Department is complying with statutory mandates and directives related to trafficking. We also work with the State Department and DOJ’s Office of Overseas Prosecutorial Development Assistance and Training to share our expertise with international law enforcement and governmental officials.

We work closely with the following Federal partners:

Partner Agency	Role
<i>Department of Homeland Security</i>	DHS’s <a href="#">Blue Campaign</a> is a national public awareness campaign, designed to educate the public, law enforcement and other industry partners to recognize the indicators of human trafficking, and how to appropriately respond to possible cases.

<i>Department of State</i>	State compiles the <a href="#">Trafficking in Persons (TIP) Report</a> , which is the U.S. Government’s principal diplomatic tool to engage foreign governments on human trafficking.
<i>Department of Labor</i>	DOL’s <a href="#">Office of Child Labor, Forced Labor, and Human Trafficking (OCFT)</a> in the Bureau of International Labor Affairs fights to eradicate these labor abuses.
<i>Department of Health and Human Services</i>	HHS’s <a href="#">Office on Trafficking in Persons</a> works to prevent human trafficking and ensuring that victims of all forms of human trafficking have access to the services they need.

## Policy

We review and analyze policies and documents from across the Federal government that impact human trafficking. For more information about our policy work, see page 19.

**54** The number of human trafficking-related policies and documents we analyzed between October 1, 2021 to September 30, 2022.

## Civil Rights Division in Action – Human Trafficking



### **Training.**

We conducted 32 domestic and international trainings from April 2019 to March 2020 to more than 7,700 international, Federal, state, and local law enforcement officers, prosecutors, service providers, survivors, NGO staff members, and others working against human trafficking throughout the United States. Topics included proactive case identification; victim-centered, trauma-informed investigations and prosecutions; proving coercion; defeating common criminal defenses; financial investigations; and obtaining victim restitution.

### **Victim restitution.**

Under Federal law, trafficking victims must receive criminal restitution. However, the Human Trafficking Legal Center estimates that Federal courts order restitution in only 27 percent of cases. We want to increase the percent of victims who receive just restitution. To make this happen, we added restitution training into our human trafficking prosecution trainings, produced video-on-demand distance learning programs specifically on the issue of restitution, conducted webinars for USAOs, and published an authoritative article on best practices in securing restitution. In FY 2019, courts awarded over \$7.8 million in restitution to victims of sex trafficking.



## Civil Rights Cold Cases

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We operate a Cold Case initiative pursuant to the Emmett Till Cold Case Act of 2007. Following the Act's reauthorization in 2016, more than 23 additional cold cases were referred to the Division for evaluation. Thus far, we opened 132 matters for review and fully resolved 119.

We make our closing memos publicly available on its website at [Civil Rights Division Emmett Till Act \(Cold Case Closing Memoranda\) | CRT | Department of Justice](#). In addition, we are working to comply with the Cold Case Records Collection Act, which requires agencies within two years to identify and digitize materials pertaining to civil rights cases dated 1940 to 1980, and transfer redacted information to the National Archives for eventual release to the public.



## Supporting Our Democracy

We enforce the Federal laws that safeguard the foundations of American democracy. Our work to support and defend American democracy includes the following components:

***Voting rights.*** We protect the central pillar of democracy – the right to vote.

***Servicemembers and veterans.*** We protect those who protect us. We help servicemembers in key aspects of American life – work, credit, housing, and voting.

***Language access.*** We work to make elections, government services, and government-funded programs accessible across language barriers.

***Non-discrimination in Federally funded and conducted activities.*** We drive a coordinated, consistent civil rights strategy across the Federal government to prevent and combat discrimination by recipients of Federal funding.

# Voting Rights

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“We know that expanding the ability of all eligible citizens to vote is the central pillar. That means ensuring that all eligible voters can cast a vote; that all lawful votes are counted; and that every voter has access to accurate information. The Department of Justice will never stop working to protect the democracy to which all Americans are entitled.”

- Attorney General Merrick B. Garland (June 11, 2021)

The core of our democracy lies in the right to vote. Our society must protect and defend free and fair elections that reflect the will of the American people.

We enforce the Federal laws protecting this right.

Laws We Enforce Protecting the Right to Vote	Purpose
<i>Voting Rights Act (VRA)</i>	Prohibits voting practices that discriminate on the basis of race, color, or membership in a language minority group. Protects voters who need help voting because of blindness, disability, or inability to read or write.  Requires that certain jurisdictions offer bilingual written voting materials and voting assistance in covered minority languages, in addition to English.
<i>Voting Rights Act (VRA)</i>	Prohibits voting practices that discriminate on the basis of race, color, or membership in a language minority group. Protects voters who need help voting because of blindness, disability, or inability to read or write.  Requires that certain jurisdictions offer bilingual written voting materials and voting assistance in covered minority languages, in addition to English.
<i>National Voter Registration Act (NVRA)</i>	Requires states to offer voter registration to eligible applicants through the mail, and when they apply for or renew a driver's license, public assistance, disability services, or other governmental services. Also sets requirements for how states maintain voter registration rolls.
<i>Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA)</i>	Sets minimum requirements for absentee voting in Federal elections by members of the uniformed services, their families and Americans residing overseas.
<i>Help America Vote Act (HAVA)</i>	Sets minimum requirements in several key areas of election administration for Federal elections, including voting systems, voter registration databases, and provisional ballots.
<i>Voting Accessibility for the Elderly and Handicapped Act (VAEHA)</i>	Sets minimum requirements for making polling places used in Federal elections accessible for people with disabilities.
<i>Civil Rights Acts (CRA)</i>	Includes protections against destruction of election records, voter intimidation, and denial of the right to vote based on immaterial errors or omissions.
<i>American with Disabilities Act (ADA)</i>	Sets minimum requirements for making polling places accessible for people with disabilities.

These laws provide basic guardrails for state and local authorities as they administer elections. We drive compliance with these shared requirements through five core strategies.

Civil Enforcement	Election Monitoring	Outreach	Coordination	Policy
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## Civil Enforcement

We open investigations and bring civil lawsuits against election authorities when they violate the Federal voting rights laws described above. Our legal teams work to remove discriminatory barriers to the right to vote.

Fiscal Year	Favorably resolved voting matters
FY22	23
FY21	61
FY20	57
FY19	8
FY18	104

## Election Monitoring

Every year, we monitor elections in jurisdictions across the country. We monitor polling places on election day using Federal observers, as well as our own attorneys and staff, to assess compliance with Federal voting rights laws.

We can engage Office of Personnel Management (OPM) Federal observers where there is a court order under Section 3(a) of the Voting Rights Act authorizing their presence. In addition, we can assign one or more of our own attorneys and staff members to monitor elections in other localities around the country.

	Total Monitored Jurisdictions	Total Monitored States
Nov. 2022	64	24
Nov. 2020	44	18
Nov. 2018	35	19
Nov. 2016	67	28
Nov. 2014	28	18

## Outreach

We develop and share materials designed to help state and local election officials, as well as the general public, understand various Federal voting laws. This includes:

- [Guidance under Section 2 of the Voting Rights Act for Redistricting and Methods of Electing Government Bodies](#)
- [Guidance on Federal Statutes Affecting Methods of Voting](#)
- [Guidance on Federal Law Constraints on Post-Election "Audits"](#)
- [Know Your Voting Rights; Your Guide to Federal Voting Rights Laws \(English, Spanish\)](#)

## Coordination

We only have authority to bring civil actions for voting rights violations and to prosecute criminal election offenses like voter intimidation that implicate a protected class. The Public Integrity Section of DOJ's Criminal Division prosecutes criminal election fraud offenses.

Because of this shared responsibility, we refer matters implicating election fraud to the Criminal Division.

## Policy

We review and analyze policies and documents from across the Federal government that impact voting rights. For more information about our policy work, see page 19.

19

The number of voting-related policies and documents we analyzed between October 1, 2021 to September 30, 2022.

# Civil Rights Division in Action – Voting Rights



**Oneida County, New York.** In July 2021, the court entered a consent decree under Section 8 of the National Voter Registration Act and Section 302 of the Help America Vote Act to resolve violations arising from the 2020 federal general election.



**City of West Monroe, Louisiana.** In April 2021, the court entered a consent decree changing the method of election for the city council in the city of West Monroe in Louisiana. Because of this settlement, black voters will have the opportunity to election candidates of their choice to the council.



**New Jersey.** In September 2021, the court approved a consent decree under Section 7 of the National Voter Registration Act regarding voter registration opportunities through certain disability programs in the state.

**Ohio.** In March 2022, the Department entered into an agreement with the State of Ohio concerning compliance with UOCAVA for the May 2022 federal primary election.



## Servicemembers and Veterans

Servicemembers protect and advance our democracy. In turn, we can help our servicemembers perform this duty by defending their Federal rights.

We are responsible for enforcing laws that protect servicemembers in work, credit, housing, and voting. We educate, investigate, and file civil lawsuits to combat illegal conduct like:

- Wrongfully foreclosing on or evicting servicemembers,
- Denying servicemembers their employment and reemployment rights,
- Denying Federal absentee voting rights for qualified uniformed services voters and their family members, and
- Discriminating against servicemembers because of disability.

### Laws We Enforce that Protect Servicemembers Purpose

<p><i>Servicemembers Civil Relief Act (SCRA)</i></p>	<p>Helps servicemembers manage the transition to active duty. The SCRA does this by giving servicemembers key rights related to rental agreements, security deposits, prepaid rent, evictions, installment contracts, credit card interest rates, mortgage interest rates, mortgage foreclosures, civil judicial proceedings, automobile leases, life insurance, health insurance and income tax payments.</p>
<p><i>Uniformed Services Employment and Reemployment Rights Act (USERRA)</i></p>	<p>Helps servicemembers return to their civilian careers after serving honorably.</p>
<p><i>Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA)</i></p>	<p>Requires states and territories to allow certain U.S. citizens who are away from their homes, including members of the uniformed services and the United States Merchant Marine, along with their family members, to register and vote absentee in Federal elections.</p>
<p><i>Statutes protecting people with disabilities</i></p>	<p>We also protect the rights of all people with disabilities under laws like:</p> <ul style="list-style-type: none"> <li>• the Americans with Disabilities Act,</li> <li>• the Fair Housing Act,</li> <li>• the Rehabilitation Act,</li> <li>• the Civil Rights of Institutionalized Persons Act,</li> <li>• the Voting Accessibility for the Elderly and Handicapped Act.</li> </ul> <p>While these laws do not include servicemember-specific provisions, they are critical for servicemembers. Census data shows that veterans experience disability at higher rates than nonveterans. By enforcing these laws, we help servicemembers and veterans with disabilities gain access to core parts of American life.</p>

We drive compliance with these laws in five ways.

<b>Civil Enforcement</b>	<b>Testing</b>	<b>Outreach &amp; Assistance</b>	<b>Coordination</b>	<b>Policy</b>
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## Civil Enforcement

We open investigations and bring civil lawsuits against entities that violate the rights of servicemembers.

Fiscal Year	Matters we resolved involving servicemember issues
FY22	22
FY21	95
FY20	110
FY19	50
FY18	182

From FY 2017 to FY 2022, we also resolved 90 matters protecting the rights of people with disabilities. This work removed barriers and made it easier for people with disabilities – including servicemembers and veterans with disabilities – to participate in American life.

## Testing

Testing refers to the use of individuals who pose as prospective consumers or patrons for the purpose of gathering information, which may indicate whether a provider is complying with Federal civil rights laws. In recent years, we have expanded our testing program to include uncovering violations of servicemember rights.

In FY 2020, we resolved our first testing matter involving a violation of the SCRA. We opened an investigation after testing evidence revealed a violation. The company ultimately agreed to make changes to its policies and train its staff - ensuring that servicemembers will enjoy the full protections available to them under the law.

## Outreach & Assistance

Many – including members of our uniformed services – are unaware of the numerous rights Congress has put in place for servicemembers. To remedy this, our Servicemembers and Veterans Initiative:

Conducts outreach, offers direct assistance, and delivers training for servicemembers, veterans, and military families.

Facilitates and coordinates listening sessions with servicemembers to identify the legal issues impacting those serving today.



Educates military members and legal practitioners about the Federal laws protecting servicemembers, as well as the Department’s work on behalf of servicemembers, veterans, and military family members.

Collects and relays matters with litigation potential to the teams within the Department of Justice who may be able to help.

Manages **servicemembers.gov**, a website that gives servicemembers, veterans, military family members, and legal practitioners resources to protect servicemember rights. The website receives about 20,000 monthly hits.

## Coordination

We work with several Federal agencies to share resources and drive an aligned strategy to protect servicemember rights. This includes partnering with the following agencies:

Partner Agency	Role
<i>Department of Labor</i>	As part of our partnership, we: <ul style="list-style-type: none"> <li>• lead outreach on military bases that can lead servicemembers to report USERRA violations to DOL for investigation;</li> <li>• litigate and work to resolve USERRA violations referred to us by DOL after their investigation<sup>6</sup>;</li> <li>• train investigators in DOL’s Solicitor’s Office on USERRA issues;</li> <li>• collaborate with DOL to update and refine our shared USERRA strategy</li> </ul>
<i>Department of Defense</i>	DOD (through its Defense Manpower Data Center) provides data for our servicemember-related investigations and cases.
<i>Judge Advocate General’s Corps (JAG Corps)</i>	The JAG Corps is the first line of defense for protecting servicemember rights. JAGs advise servicemembers and their families on their rights under the SCRA and USERRA.
<i>Civil Division - DOJ</i>	The Consumer Protection Branch of DOJ’s Civil Division investigates and prosecutes fraudsters who target servicemembers.

## Policy

We review and analyze policies and documents from across the Federal government that impact the rights of servicemembers and veterans. For more information about our policy work, see page 19.

149

The number of servicemember-related policies and documents we analyzed between October 1, 2021 to September 30, 2022.

<sup>6</sup> DOL will refer a matter to us if: 1) it involves a private, state, or local government employer, and 2) DOL’s efforts to resolve the matter informally have failed. 95% of the time, DOL is able to resolve USERRA issues informally.

# Civil Rights Division in Action – Servicemembers & Vets



## **Outreach.**

During 2019, we provided information on servicemember rights at 24 events across the country. At these events, we trained legal professionals on servicemember protections, engaged enlisted servicemembers with know-your-rights presentations, and conducted presentations to law school clinics and outside legal assistance organizations.

## **Conn's.**

We investigated Conn's, a chain of furniture, electronics, and appliance stores headquartered in The Woodlands, Texas. We found evidence that the chain violated the Servicemembers Civil Relief Act because they were not lowering the interest rate on consumer retail installment contracts to 6%. As a result, the chain charged too much interest for at least 184 servicemembers. Because of this case, Conn's will refund all of the excess interest they charged and to pay an additional \$500 to each servicemember. It must also pay a \$50,000 civil penalty.



## **SCRA Amendments.**

We provided subject matter expertise as Congress passed two key amendments to the SCRA. *S.3637* expanded the SCRA to give servicemembers certain lease protections when they were under stop movement orders in response to a local, national, or global emergency. The *Protecting Families of Fallen Servicemembers Act* expanded the SCRA to allow families of U.S. servicemembers and members of the reserve components who die or are seriously injured while in military service to terminate their internet, phone, and cable contracts without incurring a financial penalty.

# Language Access

As Abraham Lincoln noted in his Gettysburg Address, our democracy is “of the people, by the people, for the people.” To live up to this promise, we must address unnecessary barriers that stand between the government and its people.

This is where language access is key. The United States does not have an official language – rather, the languages we speak in this country reflect the

diversity of our people. When our diverse populace cannot engage with our government due to language barriers, we fail to achieve our nation’s promise.

Our work to expand language access helps eliminate this barrier and bring government into closer alignment with its people and the nation’s core vision. Our work includes:

Laws and Orders We Enforce Addressing Language Access	Purpose
Title VI of the Civil Rights Act (Title VI)	Prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving Federal financial assistance. Under this law, funding recipients must give people with limited English proficiency (LEP) meaningful access to their programs and activities.
Executive Order 13166	<p>Requires Federal agencies to:</p> <ul style="list-style-type: none"> <li>• examine the services they provide,</li> <li>• identify any need for services to those with limited English proficiency (LEP), and</li> <li>• develop and implement a system to provide those services so persons with LEP can have meaningful access to them.</li> </ul> <p>Also requires Federal agencies work to ensure that recipients of Federal financial assistance comply with Title VI and provide meaningful access to people with LEP in all programs and activities.</p>
Voting Rights Act (VRA)	Prohibits voting practices that discriminate on the basis of membership in a language minority group. Protects voters who need help voting because of blindness, disability, or inability to read or write. Requires that certain jurisdictions offer bilingual written voting materials and voting assistance in covered minority languages, in addition to English.
Equal Educational Opportunities Act (EEOA)	Section 1703(f) requires state educational agencies and school districts to take appropriate steps to overcome language barriers faced by students and parents, when those barriers impede students from participating equally in a school district’s educational programs.

We lower the language barriers between government and the people it serves in five ways.

<b>Civil Enforcement</b>	<b>Election Monitoring</b>	<b>Outreach &amp; Assistance</b>	<b>Coordination</b>	<b>Policy</b>
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## Civil Enforcement

We investigate and bring civil lawsuits against entities that violate Title VI, the Voting Rights Act, and the EEOA. This includes bringing suit when:

- Recipients of Federal funding fail to provide language services so LEP individuals can participate meaningfully in these Federally funded activities;
- Election authorities fail to meet their language access requirements; and
- State educational agencies and school districts fail to provide appropriate services to English learner students or appropriate language services to LEP parents.

This chart summarizes the enforcement matters we resolved involving language access issues:

Fiscal Year	Matters we resolved involving language access
FY22	3
FY21	0
FY20	0
FY19	2
FY18	0

## Election Monitoring

Every year, we monitor elections in jurisdictions across the country. We monitor polling places to assess compliance with the Federal voting rights laws, including those that cover language access.

*See Voting Rights on page 59 for more information about our election monitoring program.*

## Outreach & Assistance

We develop and share materials designed to help Federal, state, and local officials as well as the general public understand language access requirements. This includes:

- [LEP.gov](#) - including [Title VI Assistance Materials](#)
- [Implementation of the Provisions of the Voting Rights Act Regarding Language Minority Groups](#)
- [Combating Discrimination Against AANHPI and MASSA Students](#)
- [Ensuring English Learner Students Can Participate Meaningfully and Equally in Educational Programs](#)

## Coordination

Under Executive Order 13166, we work across the Federal government to help them eliminate language barriers. We:

- Serve as a [central repository](#) and knowledge bank to collect and share the internal language access plans for Federal agencies;
- Review and approve each funding agency's [external LEP guidance](#) for its recipients; and
- Consult with Federal agencies to help them identify and address the needs of LEP individuals in ways that are relevant to each agency's mission.

Under [Executive Order 12250](#), we coordinate with Federal agencies so we implement Federal civil rights laws (including Title VI, Title IX, and Section 504) in consistent and effective ways.

Our coordination work helps the government better engage the people we serve, in ways that are both pragmatic and effective.

## Policy

We review and analyze policies and documents from across the Federal government that impact

language access issues. For more information about our policy work, see page 19.

# Civil Rights Division in Action – Language Access



Topics ▾ Complaints Federal Agencies ▾ Contact Us I Speak Card

## Leading a Coordinated Civil Rights Response to Coronavirus (COVID-19)

April 2, 2021- Principal Deputy Assistant Attorney General for Civil Rights Pamela S. Karlan: "Civil rights protections and responsibilities continue to apply even during emergencies. They cannot be waived."

Español | 簡體字 | 简体字 | Tiếng Việt | 한국어 | Tagalog

は ciao



**LEP.gov.** We manage [LEP.gov](https://www.lep.gov), a website focused on helping agencies make their programs and services accessible to people who have limited English skills. LEP.gov includes resources like mapping and procurement tools, examples of language access plans, and “I speak” cards.

**Orange County, New York.** In 2012, we filed a complaint alleging that Orange County failed to comply with the language access requirements of the Voting Rights Act by not providing critical election-related information and language assistance in Spanish to thousands of limited English proficient Puerto Rican voters. Because of our settlement, the county put in place a comprehensive bilingual elections program, including providing bilingual ballots county-wide and hiring and training more bilingual workers to offer effective language assistance at the polls.

**Learn About Civil Rights and Report Concerns in Seven Languages.** In 2021, we expanded [our website](https://www.lep.gov) to educate the public about civil rights protections and to receive reports of civil rights concerns into seven languages: English, Spanish, Chinese (simplified characters), Chinese (traditional characters), Vietnamese, Korean, and Tagalog.

우리는 미국 내 모든 사람들의 민권을 옹호합니다.

민권국은 인종, 피부색, 출신 국가, 장애, 신분, 성별, 종교, 가족 상태 또는 다른 헌법상 권리의 상실에 기반한 차별로부터 귀하를 보호하는 연방 법률을 집행합니다.

귀하 또는 다른 누군가의 민권이 침해되었다고 믿는 경우, 온라인 양식을 이용해 신고서를 제출하십시오.

신고서 작성을 시작하거나

또는 귀하의 관심사 사항에 대해



# Non-Discrimination in Federally Funded & Conducted Activities

“Simple justice requires that public funds, to which all taxpayers of all races contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial discrimination.”

- President John F. Kennedy (1963)

This core principle continues to stand. A Federal government that is for its people and of its people should not finance discrimination against its people. We work to eliminate discrimination in programs receiving Federal funding. We do this under laws such as:

Laws We Enforce Addressing Federally Funded and Conducted Activities	Purpose
<i>Title VI of the Civil Rights Act (Title VI)</i>	Prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving Federal financial assistance.
<i>Title IX of the Education Amendments (Title IX)</i>	Makes it unlawful to discriminate on the basis of sex in any education program or activity receiving Federal financial assistance.
<i>Section 504 of the Rehabilitation Act (Rehab Act)</i>	Prohibits the exclusion, the denial of benefits, and discrimination by reason of disability in programs or activities receiving Federal funds.

We carry out this work through three core strategies.

<b>Civil Enforcement</b>	<b>Coordination &amp; Assistance</b>	<b>Policy</b>
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## Civil Enforcement

If a recipient of Federal assistance violates their civil rights requirements, the Federal agency providing the assistance will work with them to resolve the issue. If this fails, we may act by, among other things, bringing suit against the recipient.

This chart summarizes the enforcement matters we resolved involving discrimination in publicly-funded programs:

Fiscal Year	Matters we resolved involving discrimination by Federally funded entities
FY22	2
FY21	2
FY20	4
FY19	3
FY18	0

## Coordination & Assistance

We serve as the central coordinating force that drives a coherent, consistent, and clear approach to civil rights across the Federal government. Through a series of orders, the Executive Branch has charged us to carry out the following:

Orders We Enforce Addressing Federally Funded or Conducted Activities	Purpose
<i>Executive Order 12250</i>	We are responsible for coordinating with Federal agencies so they implement Federal civil rights laws (including Title VI, Title IX, and Section 504) in consistent and effective ways.
<i>Executive Order 13166</i>	<p>Requires Federal agencies to:</p> <ul style="list-style-type: none"> <li>• examine the services they provide,</li> <li>• identify any need for services to those with limited English proficiency (LEP), and</li> <li>• develop and implement a system to provide those services so LEP persons can have meaningful access to them.</li> </ul> <p>Also requires Federal agencies work to ensure that recipients of Federal financial assistance provide meaningful access to their LEP applicants and beneficiaries.</p>
<i>Associate Attorney General's Sept. 15, 2021 Memorandum re Review of Department's Administrative Enforcement of Title VI and Safe Streets Act</i>	<p>Calls on the Civil Rights Division, Office of Justice Programs, Office of Community Oriented Policing Services, and Office on Violence Against Women to review how DOJ implemented and enforced:</p> <ul style="list-style-type: none"> <li>• Title VI, and</li> <li>• The nondiscrimination provisions of the Safe Streets Act.</li> </ul>

To carry out this responsibility, we:

- Develop and share legal resources for partner agencies and recipients of Federal funding. This includes, for example, practice manuals, guidelines, training, memoranda, guidance documents, and managing LEP.gov;
- Consult with partner agencies as they enforce various civil rights laws;
- Participate in several formal interagency efforts, including the White House Environmental Justice Interagency Council (where we lead the Title VI committee).

## Policy

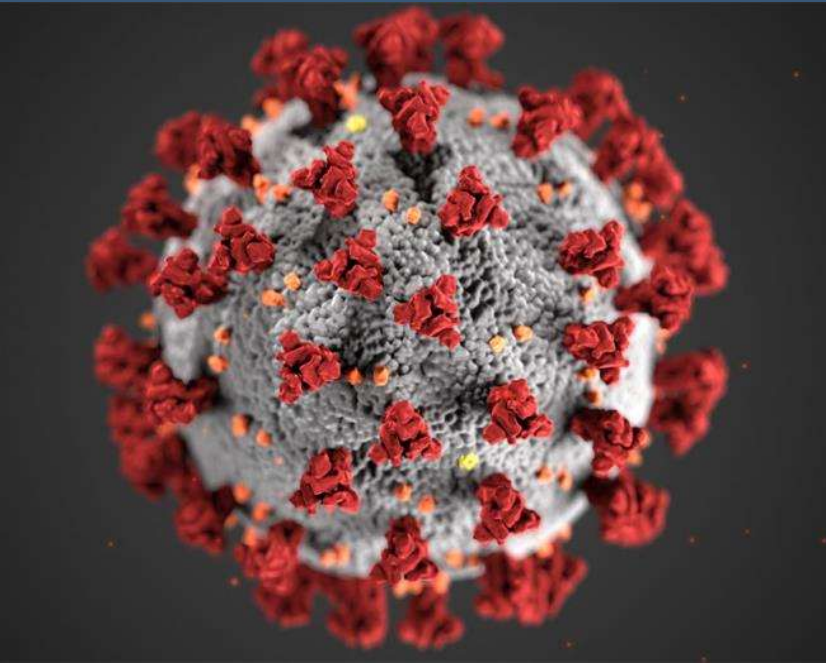
We review and analyze policies and documents from across the Federal government that impact equal access to Federally funded and conducted programs. For more information about our policy work, see page 19.

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The number of policies and documents related to Federally funded activities that we analyzed between October 1, 2021 to September 30, 2022.



# Civil Rights Division in Action – Non-Discrimination in the Federal Activities



**Leading a Coordinated Civil Rights Response to Coronavirus.** In April 2020, [we announced](#) a coordinated effort with other Federal agencies to vigorously enforce Federal civil rights in the wake of COVID-19, including the Department of Education, the Department of Health and Human Services, the National Institute of Corrections, and the Department of Housing and Urban Development. The pandemic magnified social, economic, and environmental inequalities – Asian American and Pacific Islander (AAPI) communities and businesses experienced hateful and xenophobic rhetoric and violence, and Black, Indigenous, Latino, and Pacific Islander communities, as well as people with disabilities, suffered disproportionately high rates of death and greater risk of infection and hospitalization. To confront those inequalities, we announced a set of nondiscrimination principles for Federal agencies, state and local governments, and recipients of Federal financial assistance to protect civil rights. We will continue to work closely across the Federal government to monitor civil rights issues related to the pandemic and enforce civil rights laws when violations occur.

**Environmental Justice Interagency Working Group.** We lead the Title VI Committee of this [Interagency Working Group](#). This working group comprises 17 Federal agencies and White House offices. We work together to advance environmental justice principles across the Federal government, to engage and support local communities in addressing environmental and human health impacts, and to promote and implement comprehensive solutions to environmental justice concerns.



## Addressing Emerging Issues

In order to advance civil rights effectively, we must evolve to match a changing legal, commercial, technological, and social landscape. To that end, we are focused on:

***Driving innovation in civil rights and legal practice.*** We invest in improving our ability to advance Federal civil rights laws in scalable, impactful ways.

## Driving innovation in civil rights and legal practice

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In an evolving legal, commercial, technological, and social landscape, we must be able to adapt and change. To fulfill our mission, we must continuously improve our ability to make an impact on civil rights.

That is at the heart of our innovation portfolio. We design, test, and launch new solutions to longstanding challenges in legal practice and civil rights enforcement. We focus on scalable ways to maximize our impact.

We do this through:

***A multi-disciplinary approach*** – We partner our legal staff with people with different skillsets, creating teams that are tailored for the challenge at hand.

***A focus on process*** – We use a structured approach to finding solutions.

We increase our capacity to deliver justice to all by making the Civil Rights Division a more effective and efficient part of government.

### Current Areas of Focus

Our work on innovation is currently focused on three opportunity areas.

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#### *Plain language and effective communication*

Written communication is at the core of what we do. It is the core means by which we accomplish our mission. The challenge is that when we write, we communicate with a diverse range of audiences. In any given moment, we might be writing for a judge, a small business owner, or the general public.

We believe we can achieve greater impact if we communicate in ways that are tailored for our target audience. In ways that are clear to the person who needs to act. To do this, we are exploring ways to incorporate plain language principles into our work.

#### *Fully leveraging our intellectual capital*

Our staff brings a wealth of knowledge and experience with them. Any single member of our staff would be even more effective if they were empowered with the knowledge and insights of all their colleagues.

Hence, we are pursuing efforts to:

- Capture and share the knowledge and insights of our staff;
- Create more seamless collaboration across the division.

#### *Building our data capacity*

We want to empower staff at all levels with data insights that are trustworthy, relevant, understandable, and timely. If we do this, we believe we can position staff to deliver greater impact and be more effective. relevant, understandable, and timely data insights to our staff.

# Civil Rights Division in Action – Innovation

**Civil Rights Reporting Portal.** Each year, we receive approximately 130,000 reports from the public regarding civil rights violations. Our staff spent an estimated 35,000 hours per year intaking, assigning, evaluating, and responding to individuals about those allegations, using a largely manual process. In June 2020, we launched a new Civil Rights Reporting Portal to serve as a centralized, online location to file and process civil rights concerns from all members of the public. The new portal consolidates over 30 different reporting pathways, making it much simpler for the public to provide the needed information and address the concern quickly and accurately.



The screenshot shows the homepage of the Civil Rights Reporting Portal. At the top, the URL 'civilrights.justice.gov' is displayed. Below the navigation bar, the text reads: 'We uphold the civil rights of *all* people in the United States.' A yellow horizontal line is positioned below this text. The main body of the page contains the following text: 'The Civil Rights Division enforces federal laws that protect you from discrimination based on your race, color, national origin, disability status, sex, religion, familial status, or loss of other constitutional rights. If you believe your civil rights, or someone else's, have been violated, submit a report using our online form.' At the bottom, there is a prominent yellow button with the text 'Start a report'.

**ADA.gov.** In June 2021, we launched **beta.ADA.gov**, a redesign of our longstanding website. The new site delivers key information on the Americans with Disabilities Act to people with disabilities, business owners, and other people impacted by the law. This new site focuses on delivering technical information in clear, actionable ways – thus narrowing the gap between the public and the law.



The screenshot shows the homepage of the beta.ADA.gov website. At the top, the URL 'beta.ada.gov' is displayed. Below the navigation bar, the text reads: 'ADA.gov BETA U.S. Department of Justice Civil Rights Division'. A yellow horizontal line is positioned below this text. The main body of the page features a photograph of five diverse people sitting on a rooftop patio. One person is in a wheelchair, and another is using a cane. The text below the image reads: 'The Americans with Disabilities Act (ADA) protects people with disabilities from discrimination.'

**The Americans with Disabilities Act (ADA) protects people with disabilities from discrimination.**

Disability rights are civil rights. From voting to

# Program Increases by Item



**Item Name:**

# A Federal Response to Hate Crimes & Incidents

## Budget Decision Unit(s):

Civil Rights Division

## Program Increase:

- Positions: 87 (Atty 56 / FTE 44)
- Dollars: \$13,222,000

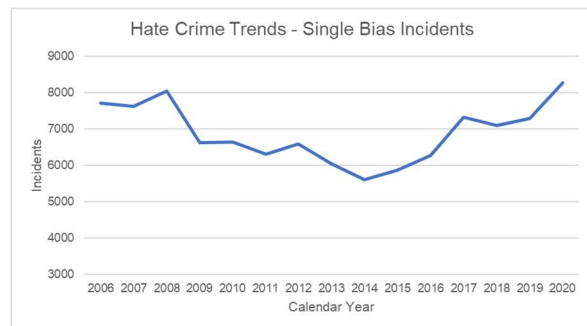
## DOJ Strategic Plan:

- Goal 2            Keep Our Country Safe
- SO 2.6           Protect Vulnerable Communities
- Goal 3            Protect Civil Rights
- SO 3.2            Prevent Hate Crimes

## Description:

The increase in hate-based crimes across the United States calls for an immediate and urgent Federal response.

The most recent FBI crime data reporting shows overall hate incidents have also been on a seven-year upward trend. In 2020, reported hate crimes rose to their highest levels in nearly two decades.<sup>7</sup>



More recent local data likewise reflects this concerning trajectory.

<sup>7</sup> FBI Hate Crime Data Explorer, available at [CDE \(cjis.gov\)](https://www.fbi.gov/cjis/crime-data-explorer).

**New York City:** Overall, hate crimes have increased 98% from January through May 2021 compared to the same time period in 2020.<sup>8</sup>

**Los Angeles:** Hate crimes have increased for seven consecutive years.<sup>9</sup>

This increase is affecting communities across the nation.

**Black or African American Community:** In 2020, more than half of hate crimes motivated by race and ethnicity targeted Black people.<sup>10</sup> New York reported a 70% increase in hate crimes against Black people in 2021, compared to the same period in 2020.

On May 14, 2022, a gunman opened fire at a supermarket in Buffalo, NY, shooting and killing 10 people and injuring three more, almost all of them Black.

**AAPI Community:** The 2020 FBI data showed a rise of over 70% in hate crimes targeting people of Asian descent – the highest rise in over a decade.<sup>11</sup> Reported hate crimes against the AAPI community in 16 of the largest cities and counties in America have increased 164% since the start of 2020. This increase followed a historic surge in 2020 of hate crimes by 146% across 26 of America’s largest jurisdictions.<sup>12</sup>

**Transgender and Gender Non-Conforming Community:** The past three years have indicated a trend in heightened violence against this community. In the FBI’s 2020 hate crime data, we saw a sharp rise of over 30% in hate crimes

motivated by the gender identity of the victim.<sup>13</sup> Los Angeles saw an 18% increase in LGBTQ hate crimes from 2019 to 2020.<sup>14</sup>

**Jewish Community:** There has been a 63% increase in anti-Semitic crimes, which includes the terrifying January 2022 hostage situation at the Congregation Beth Israel Synagogue in Colleyville, Texas. This is consistent with statistics tracked by the Anti-Defamation League (ADL). In 2021, ADL tracked 2,717 antisemitic incidents throughout the United States. This is a 34% increase from the 2,026 incidents tabulated in 2020 and the highest number on record since ADL began tracking antisemitic incidents in 1979.<sup>15</sup>

**Latino or Hispanic Community:** Hate crimes against Latinos or Hispanics rose 76.8% between 2015 and 2019.<sup>16</sup> This included the horrific killing of 23 people by an anti-immigrant gunman, in an El Paso Walmart in 2019. The rise in attacks coincides with increasingly virulent anti-immigrant rhetoric, reflecting the spread of hate across the United States.

**People with Disabilities:** Hate crimes against people with disabilities rose 43.3% between 2015 and 2019.<sup>17</sup> This excludes disability-related hate crimes in institutions, where people with disabilities may be particularly vulnerable, as illustrated by a recent Federal indictment of residential care facility staff for ongoing violent attacks on non-verbal disabled residents.

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<sup>8</sup> New York Police Dept., *NYPD Complaint Data Current (Year to Date)*, NYC Open Data (May 3, 2021), available at <https://perma.cc/YKW2-GFHV>

<sup>9</sup> Los Angeles Police Det., *Crime Data from 2020 to Present*, Los Angeles Open Data (June 9, 2021), available at <https://perma.cc/3VPR-6WEN>.

<sup>10</sup> *Supra* note 7.

<sup>11</sup> Senate Testimony of AAG Kristen Clarke (March 8, 2022), available at <https://perma.cc/V3WB-8BKQ>.

<sup>12</sup> Brian Levin, Report to the Nation: Anti-Asian Prejudice & Hate Crime, Center for the Study of Hate & Extremism, Cal.

State Univ. San Bernardino (2021), available at <https://perma.cc/E9GJ-VTP5>.

<sup>13</sup> *Supra* note 11.

<sup>14</sup> *Supra* note 9.

<sup>15</sup> Audit of Antisemitic Incidents 2021, available at <https://perma.cc/RGF9-VG84>.

<sup>16</sup> *Supra* note 7.

<sup>17</sup> *Crime Against Persons with Disabilities, 2009-2019, Statistical Tables* (Nov. 2021), available at <https://perma.cc/KP4W-KNZU>.

## Justification:

In March 2022, the Administration enacted the Emmett Till Anti-Lynching Act. After more than 100 years of unsuccessful efforts to pass anti-lynching legislation, the Senate voted unanimously, and the House voted almost unanimously for this legislation making lynching a hate crime.

The COVID-NO-HATE Act, enacted in May 2021, also affirms Congress's intent that the Justice Department prioritize the fight against hate crimes.

The Division leads the Federal fight against hate crimes and incidents. We have effective tactics, experience, and tools available to address the issue. To leverage them to their fullest, however, requires significant resources.

**Legal breadth.** Many of the over 30 Federal civil rights statutes we enforce address racial, ethnic, religious, and gender-based animus. These statutes span key aspects of American life, such as education, employment, housing, policing, public accommodations, access to Federally funded programs, and more.

**Enforcement Authority.** We bring both criminal and civil enforcement actions to remedy past and prevent future violations of law, to hold perpetrators accountable, and to assist and support people hurt by acts of hate in our communities.

**Outreach.** We educate the public about their rights and responsibilities under all of the laws that we enforce. Our outreach creates partnerships to address hate in our society by working to prevent violations of law before they happen, and ensuring that when violations do occur, we are in a position

to learn about the incident promptly coordinate with our partners, and respond effectively.

For example, in April 2022 we launched [United Against Hate](#). This program brings together the Justice Department, local law enforcement, and community leaders to strengthen the overall effort to battle hate crimes and to prevent hate incidents. We launched the program with the U.S. Attorney's Office for New Jersey, one of three pilot districts chosen to advance the initiative.

**Technical assistance.** We offer our legal and technical expertise to individuals, organizations, professional organizations, and entities at all levels of Federal, state, and local government to ensure that policies and programs are inclusive, nondiscriminatory, and effective in addressing hate wherever it surfaces. We also issued a resource guide to assist Federal agencies, state and local governments, and recipients of Federal financial assistance in addressing the rise in hate crimes and discrimination against the Asian American and Pacific Islander community because of Covid-19.

**Coordination.** We coordinate closely with other Federal agencies and with state and local governments to share information and to align our enforcement strategies. In communities affected by hate, we have the ability to consider root causes, while bringing together governmental and private partners to create meaningful and enduring change.

**Policy.** We review and analyze policies from across the Federal government to ensure that civil rights interests are addressed and leveraged to combat hate in all its forms.

By bringing a unified, comprehensive, and strategic approach, we can effectively combat hate and hate crimes in our country.



## Impact on Performance:

With increased resources and staffing, we will be able to take on a greater frontline role and meet the demand for our participation. We will be able to overcome resource-based limits on our:

- Civil and criminal enforcement matters addressing hate crimes and incidents;
- Outreach and technical assistance engagements tailored to hate-related issues;
- Efforts to lead a unified and focused strategy among our Federal partners to combat hate nationwide; and
- Technical assistance and agency coordination.

These efforts will align with and implement the Attorney General's Memorandum on Improving the Department's Efforts to Combat Hate Crimes and Hate Incidents, and advance the United

Against Hate anti-hate crime outreach program, initiated in partnership with U.S. Attorneys Offices.

Our focus on confronting the rising tide of hate furthers Congressional as well as Administration priorities:

- [\*The Emmett Till Anti-Lynching Act\*](#)
- [\*The COVID-19 Hate Crimes Act\*](#)
- [\*Executive Order on Advancing Racial Equity and Support for Underserved Communities through the Federal Government\*](#)
- [\*Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States\*](#)

**Funding:**

**Base Funding**

<i>FY 2022 Enacted</i>				<i>FY 2023 Enacted</i>				<i>FY 2024 Current Services</i>			
Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)
<u>61</u>	<u>40</u>	<u>56</u>	<u>\$9,678</u>	<u>97</u>	<u>61</u>	<u>74</u>	<u>\$12,802</u>	<u>97</u>	<u>61</u>	<u>74</u>	<u>\$15,080</u>

**Personnel Increase Cost Summary**

Type of Position/Series	FY 2024 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				1st Year	2nd Year	FY 2025 (net change from 2023)	FY 2026 (net change from 2024)
Attorneys (0905)	8,694	56	\$155	\$6,959	\$12,508	(\$1,735)	\$5,549
Paralegals (0950)	1,900	16	119	1,345	2,676	(555)	1,331
Clerical/Admin (0301)	1,332	15	89	811	1,332	(521)	858
<b>Total Personnel</b>	<b>\$11,926</b>	<b>87</b>	<b>\$363</b>	<b>\$9,115</b>	<b>\$16,853</b>	<b>(\$2,811)</b>	<b>\$7,738</b>

**Non-Personnel Increase/Reduction Cost Summary**

Non-Personnel Item	FY 2024 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Litigative Consultants	\$664	\$30	22	\$0	\$0
Contractual Services and Supplies	633	89	7	0	0
<b>Total Non-Personnel</b>	<b>\$1,297</b>	<b>\$119</b>	<b>29</b>	<b>\$0</b>	<b>\$0</b>

**Total Request for this Item**

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/ Atty	FTE	Personnel	Non- Personnel	Total	FY 2025 (net change from 2023)	FY 2026 (net change from 2024)
Current Services	97	61	74	\$14,634	\$446	\$15,080	\$0	\$0
Increases	87	56	44	11,926	1,296	13,222	9,115	16,853
<b>Grand Total</b>	<b>184</b>	<b>117</b>	<b>118</b>	<b>\$26,560</b>	<b>\$1,742</b>	<b>\$28,302</b>	<b>\$9,115</b>	<b>\$16,853</b>

**Affected Crosscuts**

Civil Rights

Item Name:

# A Federal Response to Gender-based Violence and Discrimination

## Budget Decision Unit(s):

Civil Rights Division

## Program Increase:

- Positions: 83 (Atty 54 / FTE 42)
- Dollars: \$12,706,000

## DOJ Strategic Goals:

Goal 2	Keep Our Country Safe
SO 2.6	Protect Vulnerable Communities
Goal 3	Protect Civil Rights
SO 3.2	Combat Discrimination and Hate Crimes

## Description:

Three recent developments have impacted the workload and prioritization of gender-based violence and discrimination.

First, in March 2022, the President signed the Violence Against Women Reauthorization Act of 2022 (“VAWA”). This updated VAWA expanded our jurisdiction over crimes involving sexual violence and enhanced the tools available to us. This increased authority will translate into more sexual assault investigations and cases, which will require increased resources to address effectively.

Second, in May 2022, the President signed an Executive Order on Advancing Effective,

Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety. This Executive Order calls for an increase in the Department’s capacity to investigate law enforcement deprivation of rights under color of law statutes. This includes sexual misconduct by law enforcement officers involving people detained, arrested, or otherwise in custody.<sup>18</sup>

Third, in 2020, the Supreme Court held that employers cannot discriminate on the basis of gender identity and sexual orientation in employment. While the decision, *Bostock v. Clayton County*, only interprets one civil rights law, President Biden subsequently issued Executive Order 13988 directing agencies to

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<sup>18</sup> 18 U.S.C. § 242

consider how *Bostock*'s reasoning applies to the Federal government's enforcement of other civil rights laws that similarly prohibit sex discrimination. As a result, in addition to our Title VII cases involving sexual assault and misconduct, we are pursuing cases based on gender identity and sexual orientation across all of our statutes that prohibit sex discrimination.

These developments in general reflect the increased visibility and urgency of issues related to gender-based violence and discrimination. For example:

- In 2020, 1451 people (18% of victims) were targeted for a hate crime because of their perceived gender, sexual orientation, or gender identity.<sup>19</sup>
- An estimated 1 in 5 undergraduate females will be sexually assaulted while in college, and women who identify as LGBTQI+ experience even higher rates of assault.<sup>20</sup>

- Nearly [240 anti-LGBTQ bills](#) have been filed in state legislatures in 2022 alone, most of them targeting people for their gender identity.
- On May 24, 2022, the Department announced [guidance](#) on improving law enforcement response to sexual assault and domestic violence by identifying and preventing gender bias.
- In April 2022, we created a [Coordinating Committee](#) to Combat Sexual Misconduct, bringing together civil and criminal enforcement, to develop effective strategies to enhance and strengthen our efforts to combat sexual misconduct in all its forms.

Fighting gender-based violence and discrimination has long been one of our key priorities. These recent developments have both increased the demands on the Division and heightened the importance of the work.

## Justification:

We have significant experience investigating and litigating cases that involve gender-based violence and discrimination using multiple civil rights statutes. With additional resources, we will be better able to marshal this experience and meet the increased demands on the Division in the fight against gender-based violence and discrimination. We can devote more resources toward realizing the promise of VAWA, *Bostock*, and Executive Order 13988: that all people should be treated equally, regardless of their sex, gender identity, or sexual orientation.

To advance this goal, we will use the additional resources to:

- Support our new [Coordinating Committee to Combat Sexual Misconduct](#). This committee

will increase our outreach to affected communities and enhance our civil and criminal enforcement actions.

- Uphold the rights of all people, regardless of sex, gender identity, or sexual orientation;
- Manage our criminal enforcement actions against human traffickers and law enforcement officials who engage in gender-based violence, discrimination, and harassment;
- Match our outreach capabilities to the needs generated in the wake of *Bostock* and VAWA; and
- Coordinate with and provide technical assistance to Federal agencies on nondiscrimination and other policies to safeguard these protections.

<sup>19</sup> These numbers reflect single-bias incidents of hate crimes. See FBI Hate Crime Data Explorer, available at <https://crime-data-explorer.app.cloud.gov/pages/homeInvestigation>.

<sup>20</sup> Bureau of Justice Statistics, Campus Climate Survey Validation Study Final Technical Report (2016), available at <https://perma.cc/3JSE-M34A>.

## Impact on Performance:

This budget enhancement will provide critical new resources to obtain additional attorneys, professional staff, and litigation support to meet the increased need for investigations and enforcement actions regarding gender-based violence and discrimination, particularly with regard to gender identity and sexual orientation., and to coordinate with other Federal agencies on these issues. Our work in this area supports the following priorities:

- [\*Executive Order on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation\*](#)
- [\*Executive Order on Guaranteeing an Educational Environment Free from\*](#)

- [\*Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity\*](#)
- [\*Executive Order on Establishment of the White House Gender Policy Council\*](#)
- [\*Executive Order on Advancing Racial Equity and Support for Underserved Communities through the Federal Government\*](#)
- [\*Approaching Policy with Equity in Mind\*](#)
- [\*Executive Order on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety\*](#)

**Funding:**

**Base Funding**

<i>FY 2022 Enacted</i>				<i>FY 2023 Enacted</i>				<i>FY 2024 Current Services</i>			
Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)
37	22	35	\$6,396	62	38	48	\$9,768	62	38	48	\$10,304

**Personnel Increase Cost Summary**

Type of Position/Series	FY 2024 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				1st Year	2nd Year	FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Attorneys (0905)	\$8,383	54	\$155	\$6,710	\$12,601	(\$1,673)	\$5,351
Paralegals (0950)	1,781	15	119	1,261	2,509	(520)	1,248
Clerical/Admin (0301)	1,243	14	89	757	1,558	(486)	801
<b>Total Personnel</b>	<b>\$11,407</b>	<b>83</b>	<b>\$363</b>	<b>\$8,728</b>	<b>\$16,128</b>	<b>(\$2,679)</b>	<b>\$7,400</b>

**Non-Personnel Increase/Reduction Cost Summary**

Non-Personnel Item	FY 2024 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Litigative Consultants	\$640	\$12	54	\$0	\$0
Contractual Services and Supplies	659	12	54	0	0
<b>Total Non-Personnel</b>	<b>\$1,299</b>	<b>\$24</b>	<b>108</b>	<b>\$0</b>	<b>\$0</b>

**Total Request for this Item**

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/ Atty	FTE	Personnel	Non- Personnel	Total	FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Current Services	62	38	48	\$9,879	\$425	\$10,304	\$0	\$0
Increases	83	54	42	11,407	1,299	12,706	8,728	16,128
<b>Grand Total</b>	<b>145</b>	<b>92</b>	<b>90</b>	<b>\$21,286</b>	<b>\$1,724</b>	<b>\$23,010</b>	<b>\$8,728</b>	<b>\$16,128</b>

**Affected Crosscuts**

Civil Rights



Item Name:

# Holding Public Institutions Accountable

## Budget Decision Unit(s):

Civil Rights Division

## Program Increase:

- Positions: 51 (Atty 35 / FTE 26)
- Dollars: \$8,049,000

## DOJ Strategic Goals:

Goal 3            Protect Civil Rights  
SO 3.1            Protect the Right to Vote

## Description:

January 6, 2021 remains a stark reminder about the importance of our society’s institutions and processes. It drives home why we need to keep building trust in and reinforcing these institutions and enabling the public to hold them accountable.

We are focused on three key opportunities to increase trust and accountability in public institutions: 1) voting rights, 2) educational opportunities, and 3) Federal funding.

### Voting

This request will help address:

- **Growth in minority language communities.** In 2021, the Census Bureau released new findings showing that the Voting Rights Act’s (VRA) minority language requirements cover 331 jurisdictions. This means that there are now 68 more jurisdictions that we must monitor and assist regarding language access.
- **Vote dilution.** The Decennial Census triggers the reapportionment of Congressional and state legislative districts. In some cases, states have drawn district lines in a manner that dilutes the ability of minority voters to elect their candidates of choice. Monitoring and countering such violations is a resource-intensive task.
- **Election requirements.** The 2020 election cycle led to significant activity and change in the elections processes around the country. States are instituting changes in voting procedures, registration requirements, and vote counting that may impair access to the ballot for people of color, members of the military, and voters with disabilities that threaten the integrity of the electoral process.
- **Lack of pre-clearance.** We are in the midst of the first redistricting cycle since *Shelby County v. Holder* eliminated the VRA’s preclearance requirement. Preclearance meant that

jurisdictions with a history of racial discrimination had to show that their proposed redistricting plans or other electoral changes would not be discriminatory. This helped DOJ block discriminatory plans quickly and effectively. Without this effective and efficient tool for preventing the dilution of minority voting strength, we must rely on costlier and more time-intensive statutory tools to protect voting rights.

## Education

It is similarly a critical time to ensure that all students have an opportunity to receive an education free of discrimination. Data from the Department of Education suggest that we must do more to achieve equal opportunity for students.

- **School discipline.** Schools have given out of school suspensions 3.6 times more often to Black pre-school students than to white students.<sup>21</sup>
- **Restraint and seclusion.** Students with disabilities served by the Individuals with Disabilities Education Act (“IDEA”) represent 12% of all students, but 67% of students subject to restraint or seclusion.<sup>22</sup>
- **Bullying and harassment in schools.** Educational access also includes equal access to safe spaces in schools, free from harassment and discrimination, and prompt responses to reports of harassment.<sup>23</sup>

- **Disparity in access to higher level courses.** 33% of high schools with high Black and Latino student enrollment offer calculus, compared to 56% of high schools with low Black and Latino student enrollment.<sup>24</sup>

## Federal Funding

The Federal government has an obligation to ensure that Federal funds we disburse to recipients across the country are not used to finance unlawful discrimination. This is especially true for the Department of Justice, given that we provide billions of dollars each year to critically important public institutions, including law enforcement agencies, correctional facilities, and state and local courts.

Working in collaboration with the Office of Justice Programs—and consistent with the directives from the Associate Attorney General—we can enhance oversight of and compliance with Title VI and the Safe Streets Act.<sup>25</sup> We can improve compliance with civil rights laws by those who receive Federal funds by working with OJP to:

- Build and support a robust administrative enforcement program, including through increased use of compliance reviews;
- Develop and continuously improve on a complaint portal;
- Analyze relevant data; and
- Increase and sustain outreach and engagement with stakeholders.

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<sup>21</sup> U.S. Department of Education, 2013-2014 Civil Rights Data Collection, A First Look (2016), available at <https://perma.cc/8WU9-LUF7>.

<sup>22</sup> *Id.*

<sup>23</sup> U.S. Department of Education, Student Reports of Bullying: Results From the 2017 School Crime

Supplement to the National Crime Victimization Survey (2019), available at <https://perma.cc/NL9H-C3LJ>.

<sup>24</sup> *Supra* note 21.

<sup>25</sup> See also FY2024 Performance Budget for the Office of Justice Programs, DOJ.

## Justification:

Given sufficient resources, we can call upon a range of tools to bolster voting rights, educational opportunities, and non-discrimination in Federal funding. These include:

- *Enforcement* – our legal teams enforce several statutes that affect voting, educational opportunities, and discrimination by Federally funded entities. We also are part of [DOJ’s task force](#) to combat threats against election workers.
- *Election Monitoring* - we monitor polling places around the country on election day. We do this using Federal observers, as well as our own attorneys and staff.<sup>26</sup>
- *Outreach* – our outreach educates the public about their rights and informs us about potential violations of law;
- *Coordination* – we serve as an organizing force for the Federal government on civil rights issues; and
- *Policy* – we review and analyze policies and documents from across the Federal government for their impact on voting rights, educational opportunities, and discrimination by Federally funded entities.

To advance our objectives, we enforce the following array of Federal laws:

Issue Area	Laws We Enforce to Build Trust and Accountability in Public Institutions
<p style="text-align: center;">Voting</p> <p><i>Protecting the right to vote, including access to voter registration, polling locations, accessible polling sites and other assistance for voters with disabilities, voting assistance for limited-English proficient voters, and absentee ballots for servicemembers stationed overseas or U.S. citizens who reside abroad</i></p>	<p>Voting Rights Act (VRA)</p> <p>National Voter Registration Act (NVRA)</p> <p>Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA)</p> <p>Help America Vote Act (HAVA)</p> <p>Voting Accessibility for the Elderly and Handicapped Act (VAEHA)</p> <p>American with Disabilities Act (ADA)</p> <p>Materiality Provision of the Civil Rights Act of 1964</p> <p><i>For more information about how we uphold Federal laws related to voting, see page 59.</i></p>
<p style="text-align: center;">Education</p> <p><i>Protecting the rights of all students to equal educational opportunities</i></p>	<p>Title IV of the Civil Rights Act of 1964 (Title IV)</p> <p>Equal Educational Opportunities Act (EEOA)</p>

<sup>26</sup> Because we fund election monitoring separately, we will not use this enhancement to increase election monitoring activities.

	<p>Title II of the Americans with Disabilities Act (ADA)</p> <p>Section 504 of the Rehabilitation Act (Rehab Act)</p> <p>Individuals with Disabilities Education Act (IDEA)</p> <p>Title VI of the Civil Rights Act (Title VI)</p> <p>Title IX of the Education Amendments (Title IX)</p> <p>Fair Housing Act (FHA)</p> <p>Executive Order 12250</p> <p>Executive Order 13160</p> <p><i>For more information about how we uphold Federal laws related to education, see page 21.</i></p>
<p>Federal funding</p> <p><i>Protecting the right to be free from discrimination in programs receiving Federal funding</i></p>	<p>Title VI of the Civil Rights Act of 1964 (Title VI)</p> <p>Title IX of the Education Amendments of 1972 (Title IX)</p> <p>Safe Streets Act</p> <p><i>For more information about how we uphold Federal laws related to Federally funded activities, see page 71. For more details on our joint effort with the Office of Justice Programs, see the FY24 Performance Budget for OJP.</i></p>

## Impact on Performance:

We will use the additional resources for new attorneys, professional staff, and expert contractor support to meet the need for our enforcement, outreach, and policy work, to respond to the numerous complaints and requests for assistance we receive, and to offset the impairment of the legal tools we use to protect voting rights.

To support our collaboration with OJP on enforcing Title VI and the Safe Streets Act, funding will buy services and technology products (i.e., complaint portal and information technology systems) to achieve Department goals.

Our work supports the following Administration priorities:

- [Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#)
- [Executive Order on Promoting Access to Voting](#)
- [Fact Sheet: President Biden to Sign Executive Order to Promote Voting Access](#)
- [Executive Order on Guaranteeing an Educational Environment Free from Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity](#)
- [Executive Order on Advancing Equity Justice and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders](#)

- *Memorandum for Review of the Department's administrative enforcement of Title VI and the Safe Streets Act*

**Funding:**

**Base Funding**

<i>FY 2022 Enacted</i>				<i>FY 2023 Enacted</i>				<i>FY 2024 Current Services</i>			
Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)
88	55	86	\$14,897	126	80	105	\$17,721	126	80	105	\$20,848

**Personnel Increase Cost Summary**

Type of Position/Series	FY 2024 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				1st Year	2nd Year	FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Attorneys (0905)	\$5,677	35	\$162	\$4,349	\$7,817	(\$1,328)	\$3,468
Paralegals (0950)	1,069	9	119	756	1,505	(313)	749
Clerical/Admin (0301)	710	8	79	433	890	(277)	457
<b>Total Personnel</b>	<b>\$7,456</b>	<b>52</b>	<b>\$360</b>	<b>\$5,538</b>	<b>\$10,212</b>	<b>(\$1,918)</b>	<b>\$4,674</b>

**Non-Personnel Increase/Reduction Cost Summary**

Non-Personnel Item	FY 2024 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Litigative Consultants	\$171	\$30	6	\$0	\$0
Contractual Services and Supplies	422	89	5	0	0
<b>Total Non-Personnel</b>	<b>\$593</b>	<b>\$119</b>	<b>11</b>	<b>\$0</b>	<b>\$0</b>

**Total Request for this Item**

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/ Atty	FTE	Personnel	Non- Personnel	Total	FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Current Services	126	80	105	\$20,253	\$595	\$20,848	\$0	\$0
Increases	52	35	26	7,456	593	8,049	5,538	10,212
<b>Grand Total</b>	<b>178</b>	<b>115</b>	<b>131</b>	<b>\$27,709</b>	<b>\$1,188</b>	<b>\$28,897</b>	<b>\$5,538</b>	<b>\$10,212</b>

**Affected Crosscuts**

Civil Rights

Item Name:

# Combatting Bias in Algorithmic Decision-making

## Budget Decision Unit(s):

Civil Rights Division

## Program Increase:

- Positions: 39 (Atty 25 / FTE 20)
- Dollars: \$6,615,000

## DOJ Strategic Goals:

- Goal 3            Protect Civil Rights
- SO 3.2            Combat Discrimination and Hate Crimes
- SO 3.3            Reform and Strengthen the Criminal and Juvenile Justice System

## Description:

“AI has become one of the most impactful technologies of the 21st century, providing both opportunities and challenges in nearly every sector of society.”

- *Dr. Lynne Parker, Director of the National Artificial Intelligence Initiative Office*

Decision-making that is automated or augmented by technology has transformed our lives. More and more, tools such as artificial intelligence and machine learning are pervasive in:

- how employers hire or screen applicants,
- how banks decide who gets a loan,
- how landlords review or screen tenant applications;
- how police departments monitor individuals or groups,
- how courts determine risk (pre-trial and beyond),

- how colleges and universities make admissions and financial aid decisions,
- how businesses target advertisements to consumers, and more.

These tools are inherently neither good nor bad with respect to civil rights. They have the potential to reduce discrimination. But they also have the potential to violate the law by cementing bias into the decision-making process and hiding it from public scrutiny.

In the area of constitutional policing for example, departments across the country increasingly rely on artificial intelligence and machine learning as part



of their law enforcement toolkit. This may include facial recognition, video/photo analysis, and predictive policing. These tools have the potential to help us maintain safer communities. They also, however, have the potential to perpetuate and exacerbate biases and discriminatory trends.

This enhancement will allow us to devote more resources to evaluating whether police departments are implementing AI and machine learning-based tools in effective, non-discriminatory ways.

In the face of rapid growth of these tools and technologies, we must ensure that the entities who build and deploy them do so in ways that get us closer to, rather than undermine, the goals of our civil rights laws.

**Justification:**

We are uniquely positioned to influence the development of artificial intelligence and augmented decision-making technology in ways that are consistent with our nation’s civil rights laws. We can do so through:

**Policy.** Because of our expertise across Federal civil rights statutes, agencies throughout the Federal government ask us to analyze policies and positions that agencies have prepared to ensure that civil rights are considered. These requests are increasing as the AI legal and policy landscape develops. We recently issued guidance concerning the Americans with Disabilities Act’s application to algorithmic bias

in hiring, and continue to receive inquiries in this area.<sup>27</sup>

**Enforcement.** We enforce civil rights laws that touch on many aspects of life, affecting access to critical services, and education, employment, housing, and credit. Because of our wide-ranging coverage, we must evaluate the increasing impact of augmented decision-making across multiple contexts and industries, using the following tools:

Increasing Uses of Automated and Augmented Decision-Making	Relevant Enforcement Areas Covered by the Civil Rights Division
<i>Education</i>	Title IV of the Civil Rights Act of 1964 (Title IV) Title VI of the Civil Rights Act of 1964 (Title VI) Equal Educational Opportunities Act (EEOA) Americans with Disabilities Act (ADA) Individuals with Disabilities Education Act (IDEA)
<i>Healthcare</i>	Americans with Disabilities Act (ADA)
<i>Employment</i>	Title VII of the Civil Rights Act of 1964 (Title VII)

<sup>27</sup> *Algorithms, Artificial Intelligence, and Disability Discrimination in Hiring* (May 12, 2022), <https://perma.cc/2YJP-D8YG>.

	Americans with Disabilities Act (ADA)
	Genetic Information Nondiscrimination Act (GINA)
	Immigration and Nationality Act's Anti-Discrimination Provision (INA)
<i>Housing</i>	Fair Housing Act (FHA)
<i>Credit</i>	Equal Credit Opportunity Act (ECOA)
<i>Policing &amp; Criminal Justice</i>	Violent Crime Control and Law Enforcement Act
	Omnibus Crime Control and Safe Streets Act
	Title VI of the Civil Rights Act of 1964 (Title VI)
	Americans with Disabilities Act (ADA)
<i>Access to goods and services</i>	Americans with Disabilities Act (ADA)
	Title II of the Civil Rights Act of 1964 (Title II)
	Title VI of the Civil Rights Act of 1964 (Title VI)
	Servicemembers Civil Relief Act (SCRA)

## Impact on Performance:

This budget enhancement would help us tackle the growth of automated and augmented decision-making, accounting for the additional technical expertise and resources that these cases are requiring. Additional funding will provide the staff and resources we need to:

- Handle increased investigations and cases due to the use of algorithmic decision-making under our broad civil rights enforcement authorities;
- Ensure that covered entities using algorithmic decision-making or AI technologies are complying with Federal civil rights laws during compliance reviews;
- Access subject matter experts who can work with our legal teams;
- Coordinate with and provide technical assistance to Federal agencies on nondiscrimination and other policies to safeguard these protections; and

- Conduct [outreach to educate the public](#) on their rights under our statutes, including their rights to be free from algorithmic discrimination.

Our work in this area will further the following Administration priorities:

- [Executive Order on Advancing Racial Equity and Support for Underserved Communities through the Federal Government](#)
- [Approaching Policy with Equity in Mind](#)
- [Fact Sheet: U.S. Efforts to Combat Systemic Racism](#)
- [The National AI Initiative Act of 2020](#)
- [Executive Order on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety](#)
- [Blueprint for an AI Bill of Rights](#)

## Funding:

### Base Funding

<i>FY 2022 Enacted</i>				<i>FY 2023 Enacted</i>				<i>FY 2024 Current Services</i>			
Pos	Agt/ Atty	FTE	Amount (\$000)	Pos	Agt/ Atty	FTE	Amount (\$000)	Pos	Agt/ Atty	FTE	Amount (\$000)
1	1	0.5	\$89	25	16	13	\$3,761	25	16	13	\$4,539

### Personnel Increase Cost Summary

Type of Position/Series	FY 2024 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations (\$000)			
				1st Year	2nd Year	FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Attorneys (0905)	\$4,055	25	\$162	\$3,107	\$5,584	(\$948)	\$2,477
Mathematics & Statistics Group (1500)	1,142	12	95	1,009	2,007	(133)	998
Paralegals (0950)	178	2	89	108	223	(70)	115
<b>Total Personnel</b>	<b>\$5,375</b>	<b>39</b>	<b>\$346</b>	<b>\$4,224</b>	<b>\$7,814</b>	<b>(\$1,151)</b>	<b>\$3,590</b>

### Non-Personnel Increase/Reduction Cost Summary

Non-Personnel Item	FY 2023 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Litigative Consultants	\$496	\$30	17	\$0	\$0
Contractual Services and Supplies	744	89	8	0	0
<b>Total Non-Personnel</b>	<b>\$1,240</b>	<b>\$119</b>	<b>25</b>	<b>\$0</b>	<b>\$0</b>

**Total Request for this Item**

Category	Positions			Amount Requested (\$000)			Annualizations (\$000)	
	Count	Agt/ Atty	FTE	Personnel	Non- Personnel	Total	FY 2025 (net change from 2024)	FY 2026 (net change from 2025)
Current Services	25	16	13	\$3,429	\$1,110	\$4,539	\$0	\$0
Increases	39	25	20	5,375	1,240	6,615	4,224	7,814
<b>Grand Total</b>	<b>64</b>	<b>41</b>	<b>33</b>	<b>\$8,804</b>	<b>\$2,350</b>	<b>\$11,154</b>	<b>\$4,224</b>	<b>\$7,814</b>

**Affected Crosscuts**

Civil Rights

# Appendix





Official Misconduct, 18 U.S.C. §§ 241, 242	CRM	Section 242 makes it a crime for any person acting under color of law – using or abusing government authority – to willfully deprive any person of rights protected by the constitution or Federal law. Section 241 is the civil rights conspiracy statute, applying to color-of-law violations committed by two or more people in concert.
The Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009	CRM	The Shepard Byrd Act makes it a Federal crime to willfully cause bodily injury, or attempt to do so using a dangerous weapon, because of actual or perceived race, color, religion, or national origin, and such crimes committed because of gender, sexual orientation, gender identity, or disability under certain circumstances. The Shepard-Byrd Act is the first statute allowing Federal criminal prosecution of hate crimes committed because of sexual orientation or gender identity.
Federally Protected Activities, 18 U.S.C. § 245	CRM	This provision makes it a crime to use or threaten to use force to willfully interfere with any person because of race, color, religion, or national origin and because a person is involved in a Federally protected activity, such as public education, employment, jury service, travel, or enjoyment of public accommodations.
Criminal Interference with Right to Fair Housing, 18 U.S.C. § 3631	CRM	This provision makes it a crime to use or threaten to use force to interfere with housing rights because of race, color, religion, sex, disability, familial status, or national origin.
Damage to Religious Property, 18 U.S.C. § 247	CRM	This criminal statute protects religious real property from being targeted for damage because of the religious nature of the property or because of the race, color, or ethnic characteristics of the people associated with the property. The statute also criminalizes the intentional obstruction by force or threatened force of any person in the enjoyment of religious beliefs.
Trafficking Victims Protection Act (TVPA)	CRM	The TVPA criminalizes the use of force, fraud, or coercion to compel a person to engage in labor, services, or commercial sex. The Division also enforces a number of related criminal statutes prohibiting peonage, involuntary servitude, and related violations.
Freedom of Access to Clinics Entrances Act (FACE)	CRM SPL	The FACE Act protects the exercise of free choice in obtaining reproductive health services and the exercise of First Amendment religious freedoms. The law makes it a crime to intimidate a person obtaining or providing reproductive health services or to damage a facility for providing such services. The law also makes it a crime to damage a facility because it is a place of worship.
Criminal Protection for Voting Rights, 18 U.S.C. § 594	CRM	18 U.S.C. § 594 criminalizes the use of intimidation, threats, or coercion to interfere with the right to vote in Federal elections. The NVRA, 52 U.S.C. § 20511, criminalizes such interference with respect to voter registration.

Americans with Disabilities Act, Title I	DRS	Title I of the Americans with Disabilities Act prohibits private employers, state and local governments, employment agencies, and labor unions from discriminating against qualified individuals with disabilities in recruiting, hiring, termination, promotion, compensation, job training, and other terms, conditions, and privileges of employment.
Americans with Disabilities Act, Title II	DRS EOS SPL	Title II of the Americans with Disabilities Act protects qualified individuals with disabilities from discrimination based on disability in services, programs, and activities provided by state and local government entities.
Americans with Disabilities Act, Title III	DRS EOS	Title III of the Americans with Disabilities Act protects qualified individuals with disabilities from discrimination with regards to use and enjoyment of public accommodation by any person who owns, leases (or leases to), or operates a place of public accommodation. "Public accommodations" include stores, restaurants, hotels, inns, and other commercial spaces open to the public.
Rehabilitation Act of 1973	DRS EOS	Section 504 of the Rehabilitation Act of 1973 prohibits the exclusion, the denial of benefits, and discrimination by reason of disability in programs or activities receiving Federal funds. Section 508 requires Federal electronic and information technology to be accessible to people with disabilities, including employees and members of the public.
Genetic Information Nondiscrimination Act (GINA), Title II	DRS	The Genetic Information Nondiscrimination Act (GINA) prohibits employers from using genetic information in making employment decisions, restricts the acquisition of genetic information by employers and other entities covered by Title II, and strictly limits the disclosure of genetic information.
Civil Rights Act of 1964, Title VII	ELS	Title VII of the Civil Rights Act makes it unlawful to discriminate against someone on the basis of race, color, national origin, sex (including pregnancy), or religion. The Act also makes it unlawful to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.
Uniformed Services Employment and Reemployment Rights Act (USERRA)	ELS	The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) seeks to ensure that servicemembers are entitled to return to their civilian employment upon completion of their military service.  Servicemembers should be reinstated with the seniority, status, and rate of pay that they would have obtained had they remained continuously employed by their civilian employer.
Civil Rights Act of 1964, Title IV	EOS	Title IV of the Civil Rights Act prohibits discrimination on the basis of race, color, sex, religion, or national origin by public



		elementary and secondary schools and public institutions of higher learning.
Equal Educational Opportunities Act of 1974 (EEOA)	EOS	Among other aspects of the statute, Section 1703(f) of the EEOA requires state educational agencies and school districts to take action to overcome language barriers that impede English Learner students from participating equally in school districts' educational programs.
Individuals with Disabilities Education Act (IDEA)	EOS SPL	The Individuals with Disabilities in Education Act (IDEA) requires states and local education agencies to provide free and appropriate public education to children with disabilities.
Civil Rights Act of 1964, Title VI	FCS SPL EOS	Title VI prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving Federal financial assistance.
Education Amendments of 1972, Title IX	FCS EOS	Title IX states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.
Civil Rights Act of 1964, Title II	HCE	Title II prohibits discrimination in certain places of public accommodation, such as hotels, restaurants, nightclubs, and theaters.
Fair Housing Act (FHA)	HCE	The Fair Housing Act prohibits discrimination by direct providers of housing, such as landlords and real estate companies as well as other entities, such as municipalities, banks, and other lending institutions and homeowners insurance companies whose discriminatory practices make housing unavailable to persons because of race or color, religion, sex, national origin, familial status, or disability.
Equal Credit Opportunity Act (ECOA)	HCE	The Equal Credit Opportunity Act (ECOA) prohibits creditors from discriminating against credit applicants on the basis of race, color, religion, national origin, sex, marital status, age, because an applicant receives income from a public assistance program, or because an applicant has in good faith exercised any right under the Consumer Credit Protection Act.
Religious Land Use and Institutionalized Persons Act (RLUIPA)	HCE SPL	The Religious Land Use and Institutionalized Persons Act (RLUIPA) prohibits local governments from adopting or enforcing land use regulations that discriminate against religious assemblies and institutions or which unjustifiably burden religious exercise. It also requires that state and local institutions (including jails, prisons, juvenile facilities, and government institutions housing people with disabilities) not place arbitrary or unnecessary restrictions on religious practice.

Servicemembers Civil Relief Act (SCRA)	HCE	The Servicemembers Civil Relief Act (SCRA) provides protections in housing, credit, and taxes for military members who are on active duty. It also temporarily suspends judicial and administrative proceedings while military personnel are on active duty.
Immigration and Nationality Act § 274B	IER	This section of the Immigration and Nationality Act (INA) prohibits: 1) citizenship status discrimination in hiring, firing, or recruitment or referral for a fee; 2) national origin discrimination in hiring, firing, or recruitment or referral for a fee; 3) unfair documentary practices during the employment eligibility verification process; and 4) retaliation or intimidation.
Civil Rights of Institutionalized Persons Act (CRIPA)	SPL	The Civil Rights of Institutionalized Persons Act (CRIPA) protects the rights of people in state or local correctional facilities, nursing homes, mental health facilities, and institutions for people with intellectual and developmental disabilities.
Violent Crime Control and Law Enforcement Act § 12601	SPL	Section 12601 of the Violent Crime Control and Law Enforcement Act prohibits law enforcement officials or government employees involved with juvenile justice from engaging in a pattern-or-practice of deprivation of constitutional rights, privileges, and immunities.
Omnibus Crime Control and Safe Streets Act	SPL FCS	The Omnibus Crime Control and Safe Streets Act of 1968 prohibits discrimination on the ground of race, color, religion, national origin, or sex by law enforcement agencies receiving Federal funds.
Voting Rights Act	VOT	The Voting Rights Act (VRA) protects every American against racial discrimination in voting. This law also protects the voting rights of many Americans who have limited English skills. It stands for the principle that everyone's vote is equal, and that neither race nor language should shut any of us out of the political process.
Voting Accessibility for the Elderly and Handicapped Act	VOT DRS	The Voting Accessibility for the Elderly and Handicapped Act (VAEHA) generally requires polling places across the United States to be physically accessible to people with disabilities for Federal elections.
Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA)	VOT	The Uniformed and Overseas Citizens Voting Act (UOCAVA) requires that the states and territories allow certain U.S. citizens who are away from their homes, including members of the uniformed services and the merchant marine, their family members, and U.S. citizens who are residing outside the country, to register and vote absentee in Federal elections.
National Voter Registration Act (NVRA)	VOT <i>(civil provisions)</i>	The National Voter Registration Act (NVRA) requires states to make voter registration opportunities for Federal elections available through the mail and when people apply for or receive driver licenses, public assistance, disability services, and other government services, and also imposes certain requirements for maintaining voter registration lists.

Help America Vote Act (HAVA)	VOT	The Help America Vote Act (HAVA) requires states to follow certain minimum standards in the conduct of Federal elections, in areas such as voting system standards, statewide voter registration databases, provisional ballots, identifying first time registrants by mail, and voter information postings.
Civil Rights Acts of 1870, 1957, 1960, & 1964	VOT <i>(civil provisions)</i>	The Civil Rights Acts include protections against discrimination and intimidation in voting and also authorize the Attorney General to seek elections records.
Executive Order 12250	FCS, EOS, DRS	EO 12250 charges DOJ with ensuring the consistent and effective enforcement of Title VI, Title IX, Section 504, and related laws across the Federal government. The Division plays a lead role in how the other Federal grant funding agencies implement these laws with respect to their recipients, including state and local governments, and community, nonprofit, and other organizations, and vests the Department of Justice with the authority to review and approve regulations implementing Title VI, Title IX, Section 504 and related provisions of Federal statutory law, and related policy documents interpreting any of these statutes.
Executive Order 13160	FCS, EOS, DRS	EO 13160 requires Federal agencies to ensure that federally conducted education or training programs and activities do not discriminate based on: race, sex, color, national origin, disability, religion, age, sexual orientation, or status as a parent. The Division is responsible for advising agencies on how to ensure that federally conducted education or training programs and activities do not discriminate.
Executive Order 13166	FCS, EOS, DRS	EO 13166 requires Federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them. It also requires Federal agencies work to ensure that recipients of Federal financial assistance provide meaningful access to their LEP applicants and beneficiaries.

# Exhibits



WE DEMAND  
EQUAL RIGHTS  
NOW!

WE MARCH  
FOR  
INTEGRATED  
SCHOOLS  
NOW!

WE DEMAND  
DECE  
HOUSI  
NOW!

I VOTED

NO HOMOPHOBIA  
NO VIOLENCE  
NO RACISM  
NO SEXISM  
BE KINDNE  
YES PEACI  
YES LOVE