

Department of Education
OFFICE FOR CIVIL RIGHTS
Fiscal Year 2025 Budget Request

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OFFICE FOR CIVIL RIGHTS

Appropriations Language

For expenses necessary for the Office for Civil Rights, as authorized by section 203 of the Department of Education Organization Act, \$162,359,000.

NOTE

A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

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Amounts Available for Obligation
(dollars in thousands)

Appropriation and Adjustments	2023	2024	2025
Discretionary appropriation	\$140,000	\$140,000	\$162,359
Unobligated balance expiring	-84	0	0
Total, direct obligations	\$139,916	\$140,000	\$162,359

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Obligations by Object Classification
(dollars in thousands)

Object Class	2023 Actual	2024 Annualized CR	2025 Request	Change from 2024 to 2025
11.10 Full-time permanent	\$72,811	\$74,514	\$89,135	\$14,621
11.31 Full-time temporary	1,492	1,100	1,135	35
11.32 Part-time	856	962	993	31
11.33 Consultants	15	0	0	0
11.51 Overtime	141	60	60	0
11.52 Awards	905	1,093	1,248	155
11.8 Other compensation	0	0	0	0
Compensation subtotal	<u>76,220</u>	<u>77,729</u>	<u>92,571</u>	<u>14,842</u>
12.00 Benefits	27,291	28,690	33,840	5,150
13.1 Benefits for former personnel	0	0	0	0
Comp/benefits subtotal	<u>27,291</u>	<u>28,690</u>	<u>33,840</u>	<u>5,150</u>
21.00 Travel	206	300	300	0
22.00 Transportation of things	6	0	0	0
23.10 Rental payments to GSA	9,941	8,528	7,650	(878)
23.31 Communications	5	10	10	0
23.32 Postage/fees	1	3	3	0
Subtotal 23	<u>9,947</u>	<u>8,541</u>	<u>7,663</u>	<u>(878)</u>
24.00 Printing & reproduction	1	5	5	0
25.1 Advisory and assistance services	0	0	0	0
25.21 Other services	4,022	1091	1,141	50
25.22 Training/tuition/contracts	80	313	313	0
25.30 Goods/services from gov't sources	2,313	3,071	3,076	5
25.71 Operations/maint of equipment	0	1	1	0
25.72 IT services/contracts	19,514	20,092	23,276	3,184
Subtotal 25	<u>25,929</u>	<u>24,568</u>	<u>27,807</u>	<u>3,239</u>
26.00 Supplies	19	42	51	9
31.10 IT equipment/software	130	125	122	(3)
31.30 Other equipment	2	0	0	0
Subtotal 31	<u>132</u>	<u>125</u>	<u>122</u>	<u>(3)</u>
32.00 Building alterations	165	0	0	0
Total, Obligations	<u>139,916</u>	<u>140,000</u>	<u>162,359</u>	<u>22,359</u>

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Summary of Changes
(dollars in thousands)

	2024	\$140,000
	2025	162,359
	Net Change	+22,359

	2024 Base	Change from Base
Increases:		
<u>Built in:</u>		
Increase in salaries and benefits, a 2.0 percent pay raise, and projected benefits increases	\$105,326	+\$3,612
<u>Program:</u>		
Increase in salaries and benefits for an increase of 86 FTE	105,326	+16,225
Increase in awards	1,093	+155
Increase in other services	1,091	+50
Increase in goods and services from government	3,071	+5
Increase in supplies	42	+9
Increase in IT services mainly for CRDC, case management modernization, and central IT services	20,092	+3,184
Subtotal, increases		+23,240
Decreases:		
<u>Built-in:</u>		
Decrease in rent due to space consolidation and reduction efforts	8,528	-\$878
<u>Program:</u>		
Decrease in IT equipment/software	125	-3
Subtotal, decreases		-881
Net Change		+\$22,359

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Authorizing Legislation
(dollars in thousands)

Activity	2024 Authorized	2024 Annualized CR	2025 Authorized	2025 Request
Civil Rights (DEOA)	Indefinite	\$140,000	Indefinite	\$162,359
Total annual appropriation		140,000		162,350

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Appropriations History (dollars in thousands)

Year	Budget Estimate to Congress	House Allowance	Senate Allowance	Appropriation
2016 ¹	130,691	\$100,000	100,000	107,000
2017 ²	137,708	100,000	110,000	108,500
2018 ³	106,797	108,500	117,000	117,000
2019 ⁴	107,438	117,000	125,000	125,000
2020 ⁵	125,000	130,000	125,000	130,000
2021 ⁶	130,000	132,000	130,000	131,000
2022 ⁷	144,000	144,000	144,000	135,500
2023 ⁸	161,300	151,300	161,300	140,000
2024 ⁹	177,600	105,000	140,000	140,000
2025	162,359			

¹ The levels for House and Senate allowances reflect action on the regular 2016 appropriations bill, which proceeded in the 114th Congress only through the House Committee and Senate Committee.

² The levels for the House and Senate allowances reflect Committee action on the regular annual 2017 appropriations bill; the Appropriation reflects the Consolidated Act, 2017.

³ The level for the House allowance reflects floor action on the Omnibus appropriation bill; the Senate allowance reflects Committee action on the regular annual 2018 appropriations bill; the Appropriation reflects the Consolidated Appropriations Act, 2018 (P.L. 115-141).

⁴ The levels for the House and Senate Allowance reflect Committee action on the regular annual 2019 appropriations bill; the Appropriation reflects enactment of the Department of Defense and Labor, Health and Human Services, and Education Appropriations Act, 2019 (P.L. 115-245).

⁵ The Senate Allowance reflects the Chairman's mark; the Appropriation reflects the Further Consolidated Appropriations Act, 2020 (P.L. 116-94). The level for the House allowance reflects subcommittee action.

⁶ The level for the Senate Allowance reflects the Chairman's mark; the Appropriation reflects Division H of the FY 2021 Consolidated Appropriations Act (P.L. 116-260).

⁷ The House allowance reflects floor action on the FY 2022 Consolidated Appropriations Act; the Senate allowance reflects the Chairman's mark; and the Appropriation reflects the Consolidated Appropriations Act, 2022 (P.L. 117-103).

⁸ The House allowance reflects the regular annual FY 2023 appropriation, which was introduced on the floor; the Senate allowance reflects the Chairman's mark; and the Appropriation reflects the Consolidated Appropriations Act, 2023 (P.L. 117-328).

⁹ The House allowance reflects Subcommittee action and the Senate allowance reflects Committee action on the regular annual 2024 appropriations bill; the Appropriation reflects the annualized continuing resolution level.

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Significant Items in FY 2024 Appropriations Reports

OCR Combatting Antisemitism, Islamophobia, and Related Forms of Bias and Discrimination

Senate: The Committee is concerned by reports of increased discrimination, including antisemitic harassment, in our Nation's education system. The Committee appreciates the administration's development of the first-ever U.S. National Strategy to Counter Antisemitism and OCR's release of a Dear Colleague letter reminding schools of their legal obligations under title VI to provide all students, including Jewish students, an environment free from discrimination. The Committee urges continued efforts, including timely processing of all complaints, including those relating to antisemitism. Within available resources, OCR should also consider appropriate funding for the work of the Outreach, Prevention, Education & Nondiscrimination Center.

Response: With the alarming increase in reports of Antisemitic, Islamophobic, and anti-Arab and related forms of harassment in K-12 and higher education, and with complaints to the Office for Civil Rights (OCR) on these topics more than doubled, OCR, in carrying out our Title VI statutory and regulatory authorities, will continue to take aggressive actions and dedicate substantial efforts to address and prevent such discrimination in our Nation's public schools and postsecondary education institutions.

OCR recently took a number of new actions and released specialized resources to protect students, involve and increase awareness among school and university leaders, and promote learning environments that are safe, equitable, and free from discrimination based on race, color, or national origin, including shared ancestry. In addition to the release of the Dear Colleague Letters of January, May and November 2023, to help schools understand and comply with their legal obligations under Title VI of the Civil Rights Act of 1964, OCR made available education resources and nationwide trainings that advance awareness of the Title VI prohibition of discrimination based on shared ancestry and ethnic characteristics – including for students who are or are perceived to be Jewish, Israeli, Muslim, Arab, or Palestinian. In response to the rise in Title VI complaints related to shared ancestry discrimination, OCR began to publish regularly a list of elementary and secondary schools and postsecondary institutions that are currently under investigation for discrimination involving such discrimination. OCR also publishes resolutions achieved that address discrimination based on shared ancestry, including Antisemitism and Islamophobia. OCR will continue to develop guidance documents and fact sheets, including as part of the Antisemitism Awareness Campaign, the U.S. National Strategy to Counter Antisemitism and the U.S. National Strategy to Counter Islamophobia and Related Forms of Bias and Discrimination, which is currently in development.

Crucial to our strategy to counter Antisemitism, Islamophobia, and related forms of hate are our enforcement activities. We continue to leverage our limited resources to resolve complaints and provide technical assistance. However, as highlighted in the FY 2025 Budget Request, the recent record increase in complaints exceeds OCR's staffing capacity to resolve them promptly. This Budget Request includes additional staff to assist OCR with closing our staffing gap to further our ability to bring the cases to a timely resolution.

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(Department of Education Organization Act, Section 203)

(dollars in thousands)

FY 2025 Authorization: Indefinite

Budget Authority:

	2024 Annualized CR	2025 Request	Change
Personnel Compensation and Benefits Costs	\$106,419	\$126,411	+\$19,992
Non-Personnel Costs	\$33,581	\$35,948	+\$2,367
Total	\$140,000	\$162,359	+\$22,359
FTE	557	643	+86

PROGRAM DESCRIPTION

The mission of the Office for Civil Rights (OCR) is to ensure equal access to education and to promote educational excellence throughout the Nation through vigorous enforcement of civil rights laws. This mission is in alignment with the Department's mission to promote educational excellence and ensure equal access.

OCR ensures that schools and other institutions that receive financial assistance from the Department for education programs and activities comply with the Federal civil rights laws enacted by Congress. Specifically, OCR fulfills its mission by enforcing six civil rights laws and their implementing regulations which prohibit discrimination on the basis of race, color, national origin, sex, disability, age, and ensure equal access to school facilities for certain youth groups. These laws are:

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq., implementing regulation at 34 C.F.R. Part 100 (prohibiting race, color, and national origin discrimination);
- Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq., implementing regulation at 34 C.F.R. Part 106 (prohibiting sex discrimination);
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, implementing regulation at 34 C.F.R. Part 104 (prohibiting disability discrimination);
- Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. § 1231 et seq., implementing regulation at 28 C.F.R. Part 35 (prohibiting disability discrimination by public entities, whether or not they receive Federal financial assistance);
- The Age Discrimination Act of 1975, 42 U.S.C. § 6101 et seq., and its implementing regulation at 34 C.F.R. Part 100 (prohibiting age discrimination); and
- The Boy Scouts of America Equal Access Act of 2002, 20 U.S.C. § 7905, implementing regulation at 34 C.F.R. Part 108 (prohibiting public elementary and secondary schools, local education agencies, and State education agencies from denying equal access or a fair

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opportunity to meet, or discriminating against, any group officially affiliated with the Boy Scouts of America, or any other youth group listed as a patriotic society in Title 36 of the United States Code).

The six civil rights laws for which OCR has enforcement responsibility extend to a wide range of entities, including: all State educational agencies; local educational agencies; postsecondary institutions, including proprietary schools and community colleges; State vocational rehabilitation agencies and their sub-recipients; as well as libraries, museums, and correctional institutions. Under Title VI, Title IX, Section 504, and the Age Discrimination Act, OCR has jurisdiction over institutions that receive Federal financial assistance from the Department and institutions for which OCR has been delegated authority from other Federal agencies. Under Title II, OCR has jurisdiction over public elementary and secondary education systems and institutions, public institutions of higher education and vocational education (other than schools of medicine, dentistry, nursing, and other health-related schools), and public libraries, regardless of whether these institutions receive Federal financial assistance.

Funding levels for the past 5 fiscal years were:

Fiscal Year	(dollars in thousands)
2020	130,000
2021	131,000
2022	135,500
2023	140,000
2024 Annualized CR	140,000

FY 2025 BUDGET REQUEST

For fiscal year 2025, the Administration requests \$162.4 million for OCR, \$22.4 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. Funds would support a full time equivalent (FTE) level of 643 and provide resources necessary for OCR to deliver on its statutory and regulatory mandates.

- The Personnel Compensation and Benefits (PC&B) request is \$126.4 million, \$20 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The fiscal year 2025 request will support PC&B costs for 643 FTE, which includes 630 FTE for OCR and 13 FTE for centralized FTE costs (e.g., human resources support, facilities management). The 86 additional FTE included in this request will assist OCR in fulfilling its mission of ensuring that our Nation is a place where all students attend and participate in school free from discrimination. Therefore, the majority of the additional FTE will staff enforcement positions.
- The Non-Personnel Costs (excluding Departmental Centralized Services) request of \$9.9 million is \$1 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The OCR non-personnel funds will fund the Civil Rights Data Collection (CRDC): \$6.1 million; IT Modernization: \$1.3 million; software support to operate OCR's Case and Activity Management System (CAMS): \$994,000; the Online Discrimination Complaint Form and Back-end Database: \$468,000; and travel: \$300,000.

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- OCR's fiscal year 2025 request includes overhead funding for the Department's Centralized Services totaling \$26.1 million, \$1.4 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The increase is largely the result of the Enterprise Cybersecurity Program's mandatory requirements.

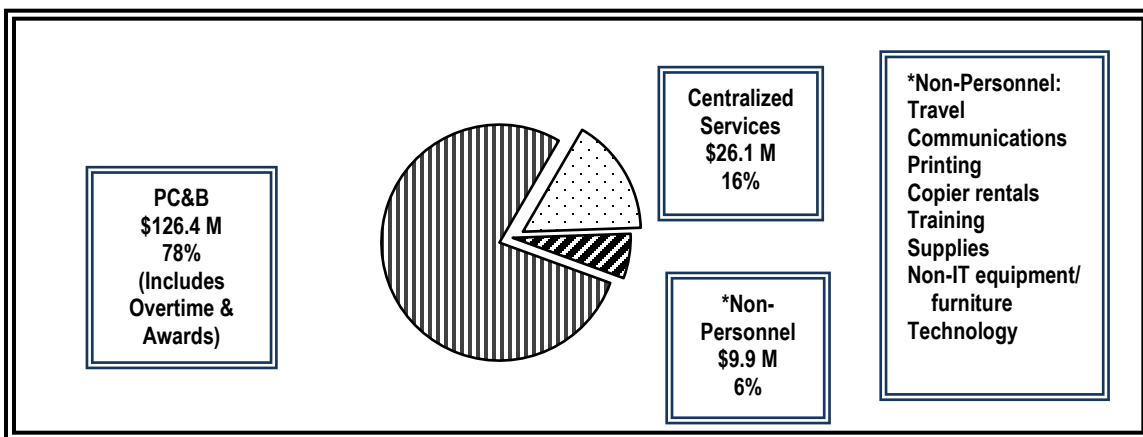
The chart below shows the funding level by category percentage share of the Fiscal Year 2025 request.

FY 2025 Budget by Category

(dollars in millions)

Total: \$162.4

FTE: 643

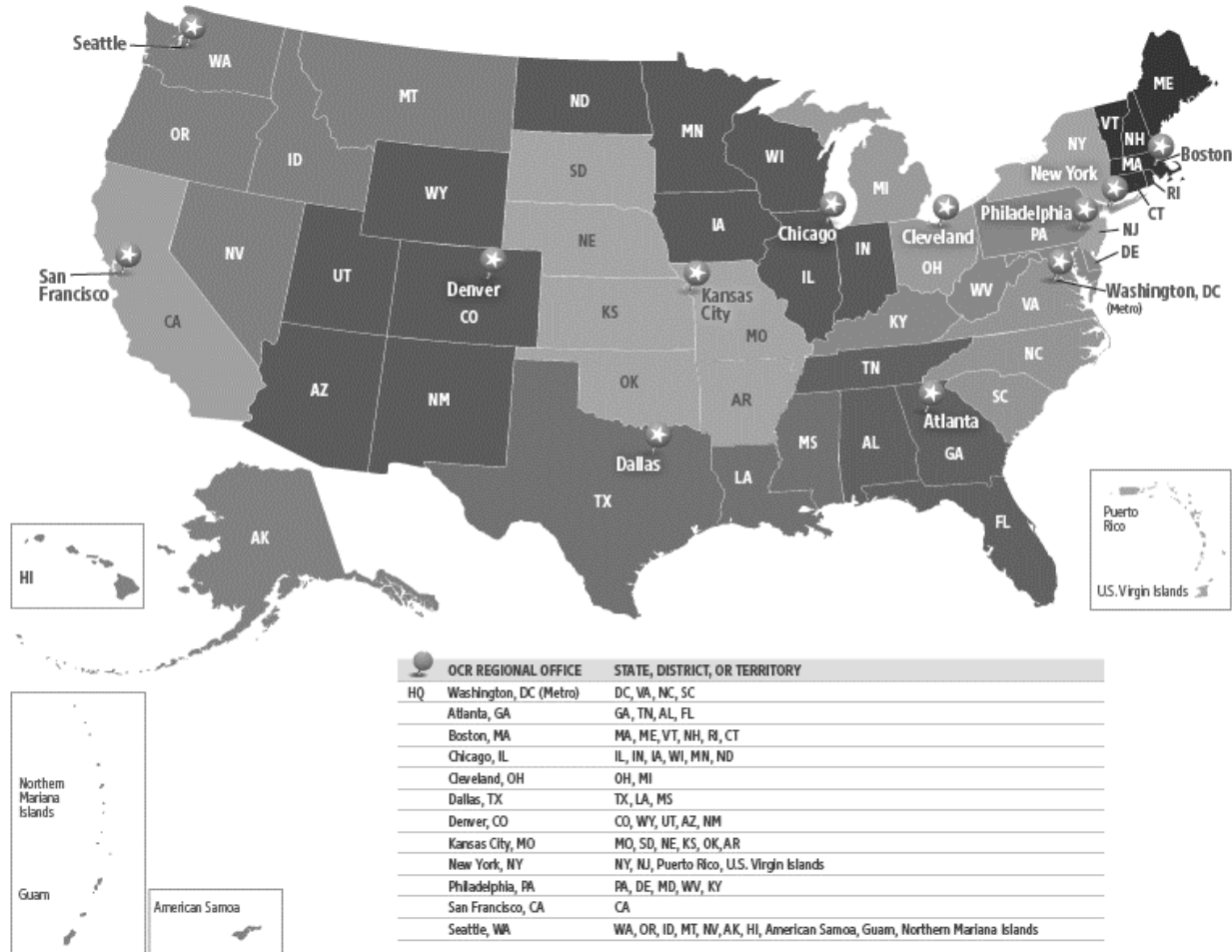


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Organizational Structure and Staffing

OFFICE FOR CIVIL RIGHTS 2025 Headquarters and Regional Enforcement Office Locations and Staffing

Regional Enforcement Offices: 547 FTE
Headquarters: 96 FTE
Total Staff Level: 643 FTE



The Office for Civil Rights is headed by an *Assistant Secretary* who is appointed by the President and confirmed by the Senate. The staff in the immediate office of the Assistant Secretary include a Principal Deputy Assistant Secretary, a Deputy Assistant Secretary for Enforcement, a Deputy Assistant Secretary for Policy and Development, a Deputy Assistant Secretary for Strategic Operations and Outreach, a Deputy Assistant Secretary for Management and Planning, and a Chief of Staff.

The *Principal Deputy Assistant Secretary* performs functions as assigned by the Assistant Secretary, such as assisting and advising the Assistant Secretary in the overall direction and

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management of the agency, overseeing the development of OCR regulations consistent with statutory authority, and serving as a point of contact to provide information on Civil Rights policy, compliance, enforcement activities, plans and operations.

The *Deputy Assistant Secretary for Enforcement* manages the overall operations of the 12 regional enforcement offices that are responsible for ensuring that recipients of Federal assistance and other covered entities comply with the Federal civil rights laws prohibiting discrimination. Most of OCR's staff work in the agency's 12 regional enforcement offices. Their main function is to investigate complaints from the public that allege a violation of one or more of the statutes that OCR enforces and determine the compliance status of recipients. Time and resources permitting, employees launch proactive investigations of recipients, which are described in more detail below under the *Personnel Compensation and Benefits (PC&B) Costs* section. Enforcement staff also monitor recipients' compliance with voluntary resolution agreements. In addition, they develop and provide technical assistance to foster greater understanding of the statutes that OCR enforces.

The *Deputy Assistant Secretary for Policy* oversees the Headquarters Program Legal Group that provides a range of legal services including developing policy guidance, regulations, and technical assistance materials, consulting on novel cases from the regional enforcement offices, and helping to ensure that civil rights issues are appropriately addressed within the Department's programs and initiatives and among Federal Agencies. The Program Legal Group also administers the Civil Rights Data Collection.

The *Deputy Assistant Secretary for Strategic Operations and Outreach* leads OCR's strategic and operational planning, establishes and maintains effective collaboration with other components of the Department, and ensures effective outreach and communication between OCR and external stakeholders and the public.

The *Deputy Assistant Secretary for Management and Planning* oversees the planning, development, and implementation of budget, operational, and administrative policies for OCR.

The *Chief of Staff*, working on behalf of the Assistant Secretary, coordinates activities related to human resources, budget, operations, communications and outreach, and policy development.

OCR consists of a headquarters office located in Washington, DC and 12 regional enforcement offices. The regional offices are located in Atlanta, Boston, Chicago, Cleveland, Dallas, Denver, Kansas City, New York, Philadelphia, San Francisco, Seattle, and Washington, DC, which is co-located with headquarters.

Personnel Compensation and Benefits (PC&B) Costs

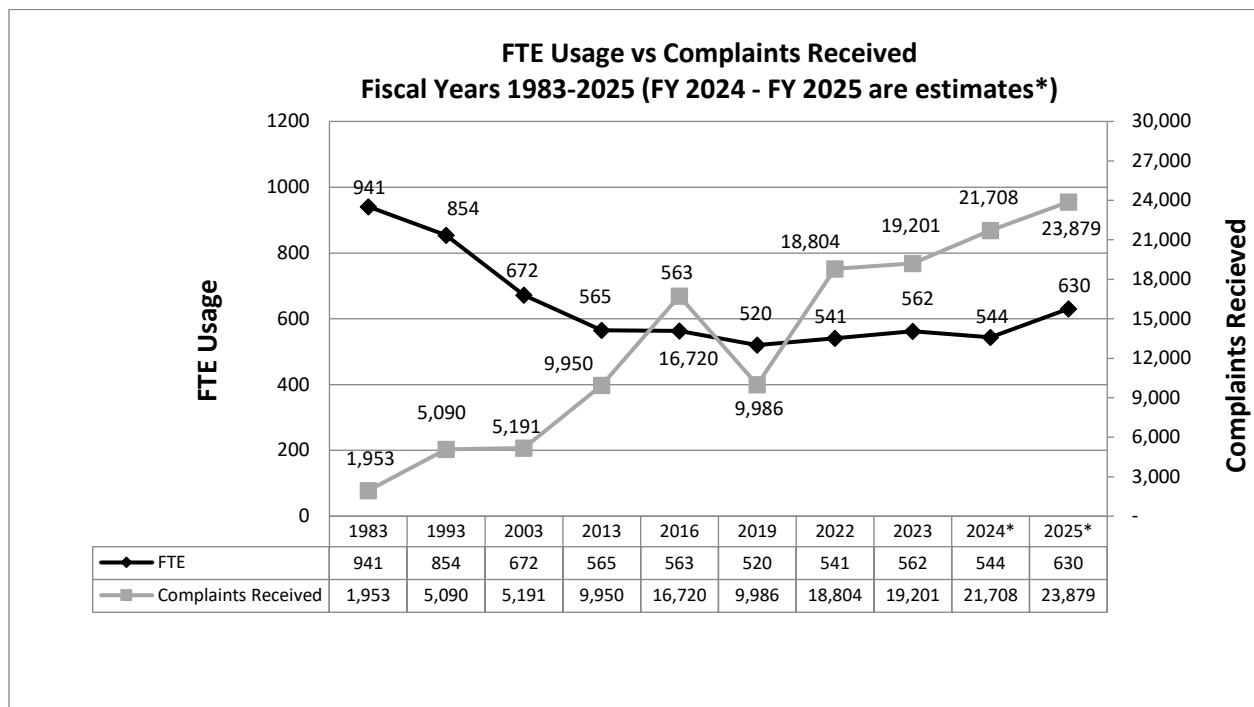
OCR accomplishes its mission primarily by responding to complaints and initiating proactive investigations, both of which require significant human capital investments. Proactive investigations include compliance reviews and directed investigations. OCR initiates compliance reviews to assess the practices of recipients and determine whether the practices comply with civil rights laws and regulations. OCR initiates directed investigations when 1) OCR has information that indicates a possible failure to comply with the laws and regulations enforced by OCR, 2) the matter warrants attention, and 3) the compliance concern is not currently being addressed through OCR's complaint, compliance review, or technical assistance activities. The

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statutes and implementing regulations enforced by OCR require recipients of Federal financial assistance to ensure nondiscrimination in their programs and activities. The regulations require OCR “to make a prompt investigation whenever a compliance review, report, complaint, or any other information indicates a possible failure to comply” with laws protecting students from discrimination in academic institutions that receive Federal funding. Therefore, PC&B costs (i.e., staffing) has historically been the largest component of OCR’s budget and a key factor in OCR’s ability to fulfill its mission.

For the fiscal year 2025 Request, PC&B costs are 78 percent of the request, or \$126.4 million, \$20 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. As highlighted in the FTE Usage chart below, the additional FTE will allow OCR to incrementally address its mission critical staffing shortages in carrying statutory and regulatory functions. The 643 FTE include 630 FTE for OCR and 13 FTE allocated in support of the department’s centralized support services (e.g., human resources support, facilities management).

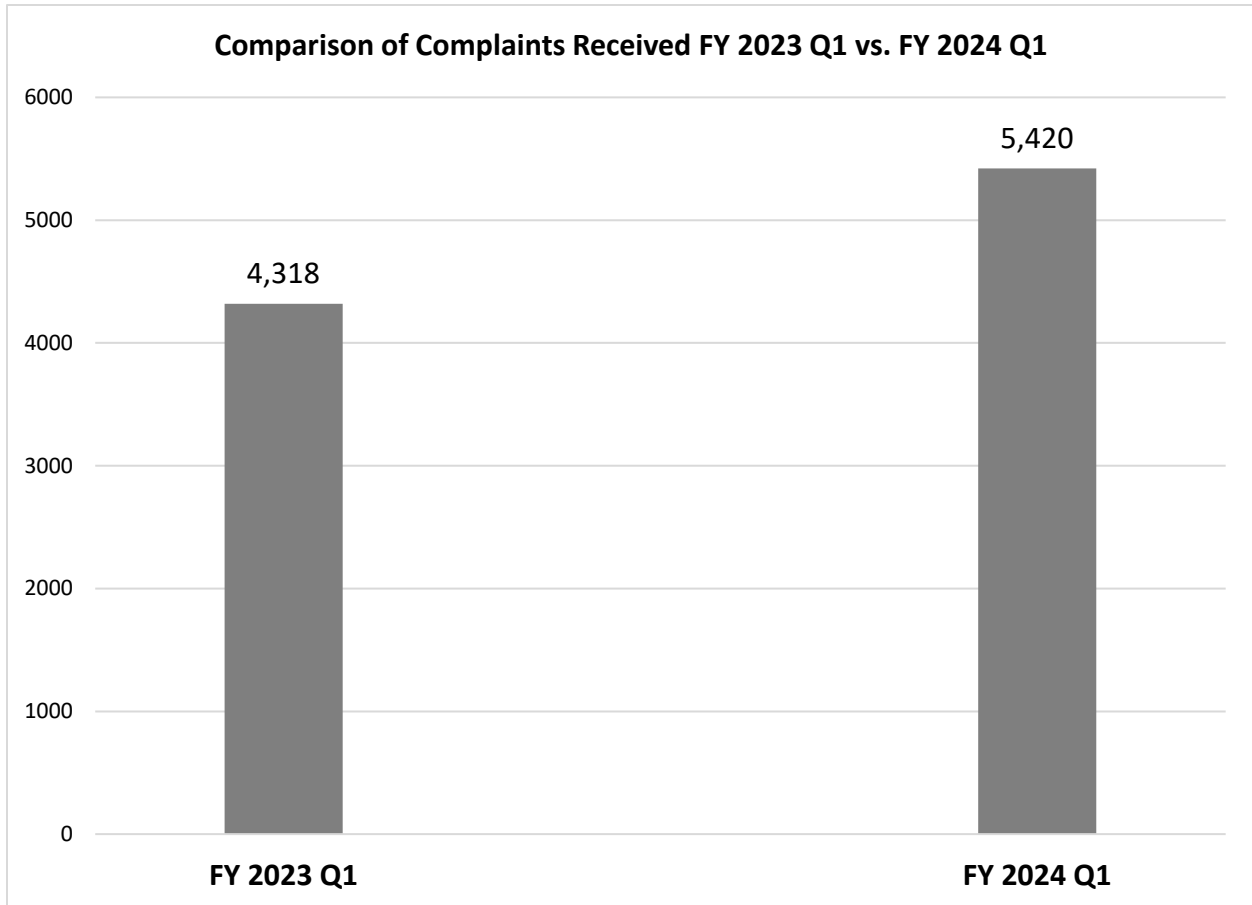
The additional FTE included in the fiscal year 2025 budget request reflects OCR’s commitment and urgent need to address the significant rise in complaints. The *FTE Usage vs. Complaints Received* chart below shows the dramatic progression in OCR’s total complaints nationwide from fiscal year 1983 to fiscal year 2023, and projected complaints in fiscal years 2024 and 2025. The projections are based on recent historical data. The FTE levels exclude 13 FTE OCR funds for centralized support services in fiscal years 2022 through 2025 and 1 FTE funded for the Office of General Counsel in fiscal year 2023.



As shown in the chart above, OCR continues to receive an unprecedented number of total complaints, which has increased 883% since 1983, more than tripled compared to 2003, and

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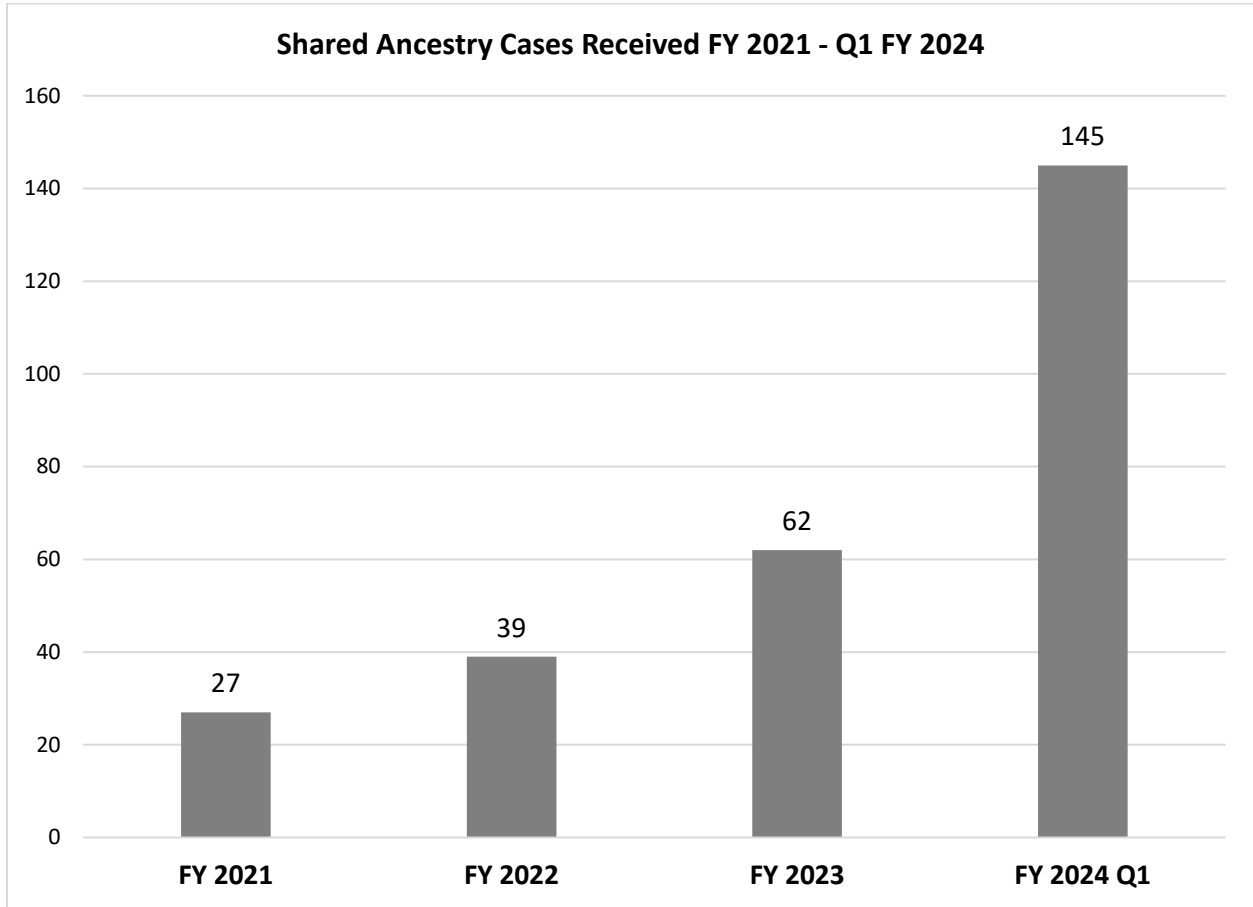
nearly doubled in the past decade. Even within the last decade, OCR's FTE levels have not kept pace with case demand. From fiscal year 2013 to fiscal year 2023, OCR's FTE decreased by 3, from 565 FTE to 562 FTE. At the same time, the number of complaints received increased by 93 percent, from 9,950 complaints in fiscal year 2013 to 19,201 in fiscal year 2023, which is the highest total complaints received on record.¹ Excluding the 5,590 complaints filed by one complainant, OCR received 13,611 complaints in fiscal year 2023 and anticipates a continued high volume of complaints through fiscal year 2025 (see page 25 for a pie chart displaying the complaint caseload by jurisdiction).



The Complaints Comparison chart above shows the 26% escalation in complaints that OCR received in the first quarter (Q1) of fiscal year 2024 compared to the same period in fiscal year 2023. If this trend persists throughout fiscal year 2025, unless staffing is increased, the total increase in complaints will reach a level that significantly challenges OCR's capacity to effectively and efficiently investigate and resolve cases.

¹ The 19,201 complaints received in fiscal year 2023 included 5,590 complaints that were filed by one complainant. OCR received 18,804 complaints in fiscal year 2022, which was the previous record high and included more than 7,399 complaints filed by a single complainant.

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In addition to addressing complaints in areas like sex and disability discrimination, OCR is further expanding its high priority efforts to both prevent and confront the rising reports of antisemitism as well as anti-Arab discrimination in our Nation's schools and college campuses. These shared ancestry¹ cases are very often complex and fact intensive requiring an extensive investment of staff time. As shown in the chart above, OCR received a significant increase in Title VI shared ancestry complaints in fiscal year 2024 Q1 compared to the total shared ancestry complaints received in Q1 of the three previous fiscal years. For example, the number of shared ancestry cases received in fiscal year 2024 Q1 increased by 437% as compared to the total number of shared ancestry complaints received in all of FY 2021. OCR anticipates that the number of shared ancestry cases filed with OCR will continue to increase, likely through fiscal year 2025 and beyond. As OCR furthers its high priority efforts to both prevent and confront the rising reports of antisemitism as well as anti-Arab discrimination in our Nation's schools and college campuses, OCR recognizes that these cases are very often complex and

¹ Title VI of the Civil Rights Act of 1964 ensures that all students can learn in a school environment free from discrimination based on race, color, or national origin, including shared ancestry or ethnic characteristics. Shared ancestry complaints include discrimination against individuals based on their ancestry or ethnic characteristics, including those who are or are perceived to be Jewish, Muslim, Hindu, Sikh or Arab.

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fact-intensive, requiring an extensive investment of staff time. As the volume of these cases rises, it becomes more imperative to increase OCR's enforcement staff.

Investing in Enforcement Staff

OCR's enforcement staff is responsible for the following: (1) resolving complaints of discrimination; (2) conducting directed investigations and compliance reviews; and (3) providing technical assistance to help recipients achieve voluntary compliance with federal civil rights laws.

Of the total additional 86 FTE requested for OCR, at least 77 (90%) FTE will work directly on investigations. OCR's per-staff caseload has substantially increased over the last decade, making the efficient and effective resolution of complaints exceedingly difficult. More manageable caseloads will enhance OCR's ability to resolve cases in a timely manner and improve OCR's capacity to engage in directed investigations and compliance reviews. Table A below shows that the average caseload per staff grew 110 percent from FY 2013 to FY 2023; from 20 cases in 2013 to 42 cases in 2023. Tables A and B exclude the complaints filed by a single complainant from the calculation of caseloads per staff.

Table A: Caseload per Investigative Staff in FY 2013, FY 2022, and FY 2023

	FY 2013	FY 2022	FY 2023
<i>Number of Attorneys/Equal Opportunity Specialists (excluding managers)</i>	366	318	327
Complaints Received & Proactive Investigations Launched	7,453	11,559	13,628
# of cases per investigative staff	20	36	42

OCR is projecting 23,879 complaint receipts in FY 2025. Excluding projected complaints filed by a single complainant, this number is expected to be 22,179 cases. Without staffing increases in FY 2025, the average caseload per investigative staff will become unmanageable at 71 cases per staff (22,179 projected cases divided by 313 investigative staff). As depicted in Table B, based on the projected complaint volume for FY 2025, the additional FTE requested will reduce that per-staff case number from 69 to 57, still a very high yet incrementally lower caseload. For OCR to effectively carry out its mission to enforce civil rights laws, it is critical that Congress appropriate additional resources to bolster OCR's staffing capacity.

Table B: Impact of Additional FTEs per Investigative Staff Based on 22,179 Cases (Excluding Projected Complaints Filed by a Single Complainant) in FY 2025

Staff Level	2025 Request
Projected number of Attorneys/Equal Opportunity Specialists (excluding managers) in FY 2024	313
Increased number of Attorneys/Equal Opportunity Specialists	+77
Projected Total for FY 2025	390
# of cases per investigative staff	57

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Awards and Overtime

The Administration is requesting \$1.2 million for awards and \$60,000 for overtime, which is \$155,000 more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The request will cover mandated performance awards for the eligible Senior Executive Service staff and performance-based awards for general schedule employees.

Non-Personnel Costs – Non-Centralized Services

The total request for Non-Personnel activities in fiscal year 2025, excluding Departmental Centralized Services, is \$9.9 million, \$1 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The requested Non-Personnel funds will provide program support to resolve complaints of discrimination filed by the public and ensure that institutions receiving Federal financial assistance comply with the civil rights laws enforced by OCR. The fiscal year 2025 request will also support the maintenance, monitoring, enhancement, and hosting of OCR's database investments (i.e., CRDC, CAMS and Online Discrimination Complaint Form), as well as a comprehensive Case Management Modernization project.

Information Technology (IT) Non-Personnel Costs

Civil Rights Data Collection (CRDC)

The Administration requests \$6.1 million for fiscal year 2025, a decrease of \$367,000 from the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation, to support tasks related to the CRDC. Specifically, this funding request will support data file creation and reporting tasks for the 2023-2024 CRDC, and planning and pre-collection activities for the 2025-2026 CRDC. This request also supports basic operations and maintenance for the collection, and enhancements, including enhanced data visualizations, and web hosting for the CRDC reporting website; the preparation of topic-specific reports on civil rights areas of interest; and the execution of key research and evaluation tasks. New for fiscal year 2025 are data science projects that focus on finding unseen patterns and meaningful information from CRDC datasets by using algorithms, models, and custom analyses. The overall aim of the data science projects is to assist OCR in monitoring and improving CRDC data quality.

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Table C provides an overview of the CRDC budget for fiscal year 2023, fiscal year 2024, and fiscal year 2025.

Table C: CRDC Budget Overview (FY 2023 – FY 2025)

SCHOOL YEAR	Activity	FY 2023	FY 2024	FY 2025
2021-22 CRDC				
2021-22	Post-collection Phase	\$1,706,412	0	0
2021-22	Data File Creation and Reporting	50,000	\$357,288	0
2023-24 CRDC				
2023-24	Planning and Improvement Phase	\$1,766,978	0	0
2023-24	Pre-collection Phase	746,806	\$974,042	0
2023-24	Collection Phase	0	1,542,028	0
2023-24	Post-collection Phase	0	1,779,622	0
2023-24	Data File Creation and Reporting	0	0	\$385,872
2025-26 CRDC				
2025-26	Planning and Improvement Phase	0	0	\$2,108,337
2025-26	Pre-collection Phase	0	0	1,251,966
CRDC Research and Evaluation				
N/A	Data Quality Projects	0	\$255,253	\$275,674
N/A	Data Science Projects	0	0	200,000
CRDC Reporting Website				
N/A	Operation and Maintenance	\$188,479	\$192,063	\$207,428
N/A	Development, Modernization, and Enhancement	947,152	1,264,067	1,565,192
N/A	Web Hosting	\$58,227	\$60,818	\$63,557
	Total CRDC	\$5,464,054	\$6,425,181	\$6,058,026

OCR administers the CRDC, a mandatory survey of all public-school districts and schools that receive Federal financial assistance from the Department in the 50 states, Washington, D.C., and the Commonwealth of Puerto Rico. In addition to public schools and districts, long-term secure juvenile justice facilities, charter schools, alternative schools, and schools that focus primarily on serving students with disabilities must report data to the CRDC. Since 1968, the Department has collected civil rights data related to access and barriers to educational opportunity from early childhood through grade 12, including student enrollment, access to courses, programs and school staff, and school climate factors, such as bullying, harassment and student discipline. Most data collected by the CRDC are disaggregated by race, ethnicity, sex, disability, and English Learner status.

Other Department offices and federal agencies also benefit from the valuable data within the CRDC to increase awareness around key issues and provide a source of national, state, school district, and school-level data. Furthermore, under Section 1111(h)(1)(c)(viii) of the Elementary and Secondary Education Act (ESEA), as amended in 2015 by the Every Student Succeeds Act (ESSA), as of December 31, 2018, state and educational agencies (SEAs) that receive Title I

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funds are required to include certain CRDC data in their state and local report cards. Specifically, ESSA requires that SEA and public school district report cards include information on measures of school quality, climate, and safety, such as information on: (1) in-school suspensions; (2) out-of-school suspensions; (3) expulsions; (4) school-related arrests; (5) referrals to law enforcement; (6) incidents of violence, including harassment or bullying; and (7) chronic absenteeism. Under ESSA, information must be reported at the state, school district, and school levels.

There are several major tasks associated with the administration of each CRDC that would be supported by the fiscal year 2025 budget request. Each CRDC collection cycle consists of four major phases:

- I. **Planning & Improvement:** This phase includes the implementation of high-priority enhancements to the submission system, the facilitation of training and support, and the preparation and enhancement of technical assistance resources.
- II. **Pre-Collection:** This phase includes tasks executed related to defining the CRDC universe of schools and local educational agencies (LEAs); communicating survey changes and updates to LEAs and the general public, including through any information collection request process; and implementing submission system enhancements.
- III. **Collection:** This phase includes the collection of data, providing technical support to LEAs and SEAs, monitoring system performance and data submissions, and performing data file extracts for data quality analysis.
- IV. **Post-Collection:** This phase includes the evaluation of submission system business rules, and data quality reviews of the final data.

In addition, the CRDC completes tasks that include **Data File Creation and Reporting** related to the creation of the public- and restricted-use data files, CRDC national and state estimates, and informational reports as well as the application of privacy protections to the public-use data files. Other major work includes CRDC Research and Evaluation, which includes projects related to the improvement of the quality, usability, and administration of the CRDC.

Over the last few CRDC cycles, OCR has used these funds to make substantial improvements in both the quality and the usability of the data. For example, OCR has developed analytic reports to assist LEAs in reducing errors, used data to improve submission system business and validation rules, and boosted support provided to LEAs throughout the collection cycle. OCR has also made the data more accessible and user-friendly for the general public, researchers, and policymakers.

The budget also includes funding for the **CRDC Reporting Website**, which hosts the public-use data file, CRDC reports, data analytic tools, and other relevant information for stakeholders. In November 2023, as part of the 2020–2021 CRDC data release, OCR launched the redesigned CRDC website¹, which now includes an archival tool with access to historical civil rights data from 1968 to 1998. The website enhancements are aligned with the requirements of the 21st Century Integrated Digital Experience Act, P.L. 115-336, which aim to improve the digital experience of those using federal public websites. Currently, OCR is still undergoing

¹ <https://civilrightsdata.ed.gov>

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modernization efforts to the CRDC reporting website, which includes updates to the user interface, the modernization of data analytic tools, and the inclusion of enhanced data visualizations.

Operation and maintenance tasks are needed to sustain the website's current capabilities, including compliance and management. Development, modernization, and enhancements improve the capability and performance of the website, including the development of innovative data tools and visualization improvements.

Case Management Modernization (CMM)

The Administration is requesting \$1.3 million for CMM in fiscal year 2025. The request will support the modernization of OCR's complaint management system by addressing the inefficiencies in the current disparate legacy systems, to include the Case and Activity Management System (CAMS) and the Online Complaint Form. This fiscal year 2025 budget request will also provide funding to create a single platform solution for complaint filing, tracking, and management that will benefit both internal and external users. The funding will cover the development of a prototype model and of the final system solution, including software development, systems engineering, cloud storage management, as well as data transition from the existing systems to the new, one-stop-shop case management solution.

CAMS was developed in 2002 and the Online Complaint Form was developed in 2003. Since then, various patches and short-term fixes have kept the two systems functioning at a basic level. The current systems are not synched, and the compliant life-cycle process is not seamless from start to finish. The filing of a civil rights complaint is currently done by submitting complaint information online, then printing out this electronically submitted information to uploading it manually into CAMS. Generally, end users experience CAMS as two separate systems – a case docketing/activity log system and a document management system. The system does not have sufficient functionality to operate as an official electronic case repository and is currently not accessible for people with disabilities, as required by Section 508 of the Rehabilitation Act of 1973.

Modernization of OCR's complaint management system would improve efficiency and effectiveness, automate many of the complaint processing activities, provide electronic solutions to reduce paper waste, limit cybersecurity risks, and ensure compliance with Section 508. Moreover, OCR anticipates that the CMM project will yield future cost savings once CAMS and the Online Complaint form are retired.

Case Activity Management System (CAMS)

The Administration requests \$994,000 for CAMS, a decrease of \$66,000 below the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. CAMS is an electronic tracking system used to record the status of past, ongoing, and upcoming cases and store the documents associated with each case. It uses a combination of three software applications: Case Management System, Activity Management System, and Open Text Document Management System with Record Management function. The funding will support contractual services for system operations, maintenance, and enhancements.

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The funding for this project provides for: (a) enhancements to apply business process changes and improve the usage of these core applications, (b) compliance with up-to-date departmental IT environment, and (c) software subscription services to maintain version upgrades and technical phone support on the Open Text products and Matrix Logic add-on modules, and (d) server hosting services. OCR continues to enhance these essential applications for critical unmet needs identified by CAMS' core users.

*Information Technology Services: **Support for Operations and Maintenance (O&M) for Online Complaint Form and Back-End Database Project***

The Administration is requesting \$468,000, an increase of \$123,000 from the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. Of this request, \$376,000 covers two subtasks in support of the maintenance and general web operations contracting task: (a) General O&M to support OCR's publicly accessible website and database; and (b) the OCR Web Based Collection System document upload project that allows the public to search for and access OCR enforcement resolution letters and agreements entered into on or after October 1, 2013. The remaining \$92,000 will cover the support required for website hosting.

- For subtask (a), O&M covers both the electronic pre-complaint and online complaint forms. The pre-complaint form is an online screening process tool that walks potential complainants through several considerations prior to their submission of a discrimination complaint to OCR. The Online Discrimination Complaint Form is a public facing tool. Therefore, OCR will need to invest in cybersecurity measures to manage the risks of cyber threats to provide the Online Complaint form process in a non-Cold-Fusion software support environment.
- For subtask (b), the OCR Web Based Collection System document upload project involves contracting IT services to upload OCR resolution letters and agreements, policy documents, and other information to the OCR website to provide transparency to the public about OCR enforcement and compliance activities.

Non-IT Costs

Travel

The Administration requests a travel budget of \$300,000, the same as the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The overwhelming majority of OCR's travel funds are used to investigate complaints. This request will also support travel for conducting proactive investigations, providing technical assistance, monitoring corrective action plans, and training. OCR must ensure that staff and leadership in the enforcement offices are able to receive critical training, civil rights updates, and management skills necessary to improve OCR operations. OCR often uses video teleconference technology to enable communications and conferencing between the enforcement offices and headquarters to reduce the need for costly travel.

Printing

The Administration is requesting \$5,000 for printing, which is consistent with the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The request will cover necessary

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printed items such as pamphlets highlighting OCR activities in various languages, reports, fact sheets, business cards, and letterhead.

Training

The Administration requests a training budget of \$145,000, the same as the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. OCR's leadership recognizes that the success of its work depends on the quality of its staff across all levels of the organization. The request will support the training needs for staff opportunities to participate in leadership programs, supervisory training, policy conferences, and continuing legal education to fulfill OCR's mission. OCR will also utilize its professional and technical training online when appropriate and cost-effective.

Communications and Equipment Repairs and Maintenance

The Administration is requesting \$11,000 in fiscal year 2025 for communications and equipment repairs and maintenance, the same as fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. These funds are needed for overnight shipping costs and maintenance of copiers and other equipment.

Other Services

The Administration requests \$134,000, in fiscal year 2025 for other services, \$10,000 more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The request supports the reimbursement of attorneys' bar dues; translation and interpretation services (i.e., translating documents and pamphlets into several languages which is different than the printing of documents in different languages); and miscellaneous services for advertisement and short-term contractual services. The increase supports the bar dues for the additional investigative staff.

Goods/Services from the Government

The fiscal year 2025 request includes \$308,000, \$22,000 more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. This request primarily supports legal research totaling \$270,000. OCR's legal research service contract provides an automated full-text legal information system that offers online access to Federal and State case law, statutes of all 50 States, legal publications, and law reports. The \$20,000 increase for fiscal year 20254 will cover the annual escalation in the cost per user and the licenses for the additional investigative staff.

The request also supports Education publications (ED Pubs) totaling \$15,000 and General Services Administration-leased vehicles and equipment totaling \$23,000.

Supplies

The Administration is requesting \$50,000, \$10,000 more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. The request will cover the costs associated with the purchase of supplies and periodical subscriptions relating to law, disabilities, and news. The increase supports supplies for the additional FTE.

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IT Equipment/Software

The Administration is requesting \$53,000, \$4,000 less than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation. This request supports OCR's software requirements related to rulemaking, data collections, and surveys. OCR anticipates that its software usage will decline in fiscal year 2025 compared to fiscal year 2024.

Departmental Centralized Support – Non-Personnel Costs

Approximately 73 percent of the total Non-Personnel budget request will cover OCR's share of the Department's centralized services. The request provides \$26.1 million for centralized services, \$1.4 million more than the fiscal year 2024 annualized CR based on the fiscal year 2023 appropriation.

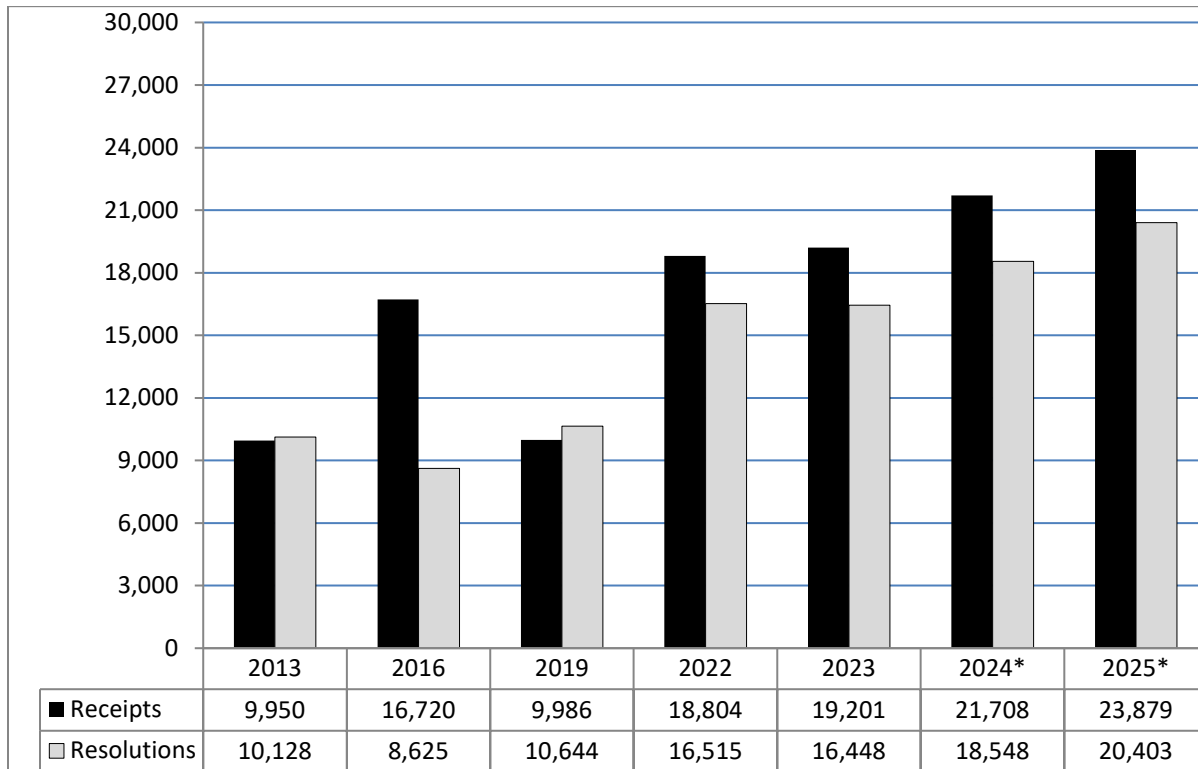
The fiscal year 2025 request will cover the costs of shared services and functions performed by other Federal Agencies or department offices, such as pertaining to facilities and rent; personnel and IT security; records and information management; overtime utilities; telecommunications; IT hardware and software; smartphones; and IT network support.

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PROGRAM OUTPUT MEASURES

The following chart shows the number of OCR’s complaint receipts and resolutions since fiscal year 2013. Actual data are shown for fiscal years 2013-2023, and estimates are shown for fiscal years 2024-2025.

Complaint Receipts and Resolutions (FY 2013 – FY 2025)



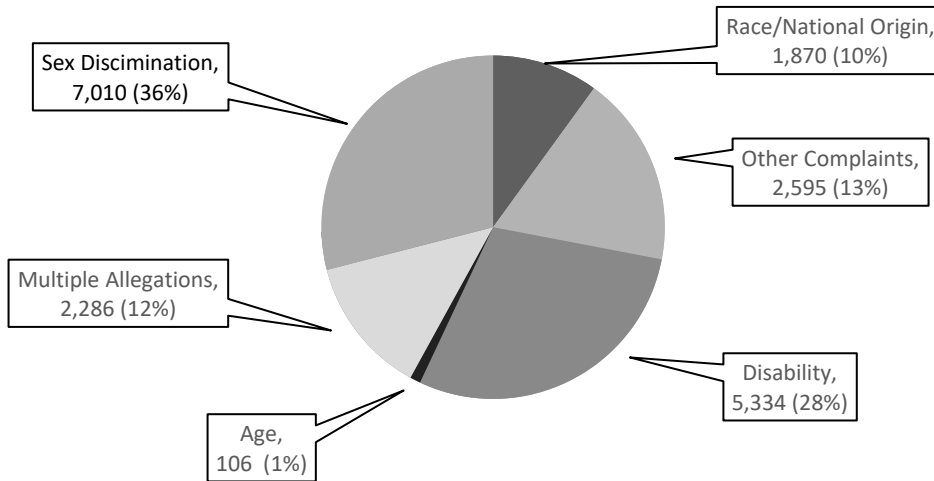
*Estimate

OCR continues to experience a pattern of increasingly high case receipts. In fiscal year 2023, complaint receipts hit a record high and increased by 397 compared to the previous year, which had until then been the all-time high in OCR case receipts. Through fiscal year 2025, complaint receipts are projected to remain above the fiscal year 2023 level given the already dramatic increase in complaints during the first quarter of fiscal year 2024.

The *FY 2023 Complaint Caseload by Jurisdiction* pie chart displays the fiscal year 2023 complaint caseload by jurisdiction based on 19,201 cases. Sex discrimination complaints comprise the largest percentage of complaints OCR received, primarily due to one complainant who filed 5,590 sex discrimination complaints. In general, disability discrimination has historically constituted the greatest share of OCR’s complaint caseload.

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FY 2023 Complaints Caseload by Jurisdiction -- 19,201



The following table provides the trend in number of cases received by jurisdiction during the past 11 years, fiscal years 2013 through 2023.

**Complaint Caseload by Jurisdiction
(Fiscal Years 2013 – 2023)**

Jurisdiction	FY 2013	FY 2016	FY 2019	FY 2022	FY 2023	
Race	1,192	1,294	1,258	1,663	1,870	10%
Sex	2,242	7,068	873	8,704	7,010	36%
Disability	4,272	5,063	4,487	4,934	5,334	28%
Age	125	108	111	105	106	1%
Multiple	1,333	1,655	1,701	2,243	2,286	12%
Other	786	1,532	1,556	1,155	2,595	13%
TOTAL	9,950	16,720	9,986	18,804	19,201	100%

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PROGRAM PERFORMANCE INFORMATION

Performance Measures

OCR's program performance includes outcomes we achieved related to program goals, measures, and performance targets and data. Integral to the successful execution of OCR's program is the degree to which financial and staffing resources are sufficient to carry out our statutory and regulatory functions. The Federal appropriation that OCR receives is directly tied to our cumulative program results. As case volume increases, the program requires a commensurate, effective ratio of staffing resources to keep pace with achievement of GPRA measures and program targets.

OCR's GPRA measures are designed to assess the efficiency and accessibility of the complaint resolution process. Consistent with the fiscal year 2025 budget request, hiring additional enforcement staff should have a positive impact on performance.

Current performance measures for complaint workload:

The performance measures below related to the percentage of complaints resolved and pending reflects results across OCR's entire complaint workload. The first table measures the percentage of complaints received within a fiscal year that were resolved within 180 days, while the second table measures the percentage of complaints 180 days or older from prior years.

Measure: Percentage of complaints resolved within 180 days.

Year	Target	Actual
2020	80%	90%
2021	80	87
2022	80	79
2023	80	73
2024	80	
2025	80	

Measure: Percentage of complaints pending over 180 days.

Year	Target	Actual
2020	< 25%	61%
2021	< 25	50
2022	< 25	54
2023	< 25	59
2024	< 25	
2025	< 25	

OCR will continue to prioritize the timely processing of complaints (i.e., resolution of complaints within 180 days) and strive to meet this performance measure in fiscal year 2025 for newly filed complaints. The additional requested FTE are necessary to meet the anticipated growth in complaints in fiscal year 2025 and beyond.

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OCR aims to be a customer-centric and responsive organization. Accordingly, customer satisfaction is a high priority, and an accountability driver in our enforcement program. OCR continues to strive for quality and timeliness, while upholding its mission to vigorously enforce civil rights laws.

Measure: Mean score of customer satisfaction survey.

Fiscal Year	Target	Actual
2020	3.66	3.75
2021	3.66	3.35
2022	3.66	3.46
2023	3.66	3.65
2024	3.66	
2025	3.66	

OCR's third performance measure looks at customer satisfaction through a survey that is distributed to both complainants and recipients after case resolution. The survey measures courteous and considerate treatment of complainants and recipients by OCR staff; prompt, clear, and responsive communication (oral and written); and whether the customer is kept informed about his or her case. A fiscal year 2005 survey was used to establish a target baseline at 3.66 (on a scale of 1 through 5).