

DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS
FISCAL YEAR 2027 BUDGET REQUEST

CONTENTS

	PAGE
Appropriations Language.....	1
Amounts Available for Obligation.....	2
Obligations by Object Classification	3
Summary of Changes	4
Authorizing Legislation	6
Appropriations History	7
Significant Items	8
Activity:	
Office for Civil Rights	9

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, \$91,000,000.

OFFICE FOR CIVIL RIGHTS

AMOUNTS AVAILABLE FOR OBLIGATION

(dollars in thousands)

Appropriations and Adjustments	2025	2026	2027
Discretionary appropriation	\$140,000	\$140,000	\$91,000
Unobligated balance expiring	14,194	0	0
Total, direct obligations	\$125,806	\$140,000	\$91,000

OFFICE FOR CIVIL RIGHTS

OBLIGATIONS BY OBJECT CLASSIFICATION

(dollars in thousands)

Object Class Number	Object Class	2025 Actual	2027 Request	Change from 2025 to 2027
11.10	Full-time permanent	\$74,294	\$38,194	-\$36,100
11.31	Full-time temporary	1,193	588	-605
11.32	Part-time	680	1,028	348
11.33	Consultants	3	0	-3
11.51	Overtime	46	74	28
11.52	Awards	727	1,050	323
11.8	Other compensation	0	0	0
	Compensation subtotal	\$76,943	\$40,934	-\$36,009
12.00	Benefits	27,934	14,945	-12,989
13.1	Benefits for former personnel	1,073	6,624	5,551
	Comp/benefits subtotal	\$105,950	\$62,503	-\$43,447
21.00	Travel	58	280	222
22.00	Transportation of things	0	0	0
23.10	Rental payments to GSA	6,190	2,465	-3,725
23.31	Communications	1	10	9
23.32	Postage/fees	0	3	3
	Subtotal 23	\$6,191	\$2,478	-\$3,713
24.00	Printing and reproduction	1	5	4
25.1	Advisory and assistance services	0	0	0
25.21	Other services	762	1,034	272
25.22	Training/tuition contracts	57	261	204
25.30	Goods/services from Federal sources	923	2,527	1,604
25.71	Operations/maintenance of equipment	0	1	1
25.72	IT services/contracts	26,052	21,594	-4,458
	Subtotal 25	\$27,794	\$25,417	-\$2,377
26.00	Supplies	1	51	50
31.10	IT equipment/software	0	266	266
31.30	Other equipment	0	0	0
	Subtotal 31	\$0	\$266	\$266
32.00	Building alterations	3	0	-3
43.1	Prompt Payment Interest	2	0	-2
	Total, Obligations	\$140,000	\$91,000	-\$49,000

OFFICE FOR CIVIL RIGHTS

SUMMARY OF CHANGES

(dollars in thousands)

Year	Amount
2025	\$140,000
2027	91,000
Net change	-\$49,000

Summary of Changes	2025 base	Change from base
Increases		
Built in:		
Increase in awards	\$727	+\$323
Program:		
Increase in travel	58	+222
Increase in communication	1	+9
Increase in postage/fees	0	+3
Increase in printing	1	+4
Increase in other services	762	+272
Increase in training	57	+204
Increase in goods and services from government	923	+1,604
Increase in operations/maintenance of equipment	0	+1
Increase in supplies	1	+50
Increase in IT Equipment/Software	0	+266
Subtotal, increase		+\$2,958

OFFICE FOR CIVIL RIGHTS

Summary of Changes	2025 base	Change from base
Decreases		
Built in:		
Decrease in salaries and benefits due to decrease in FTE	\$105,223	-\$43,770
Decrease in rent due to space consolidation and reduction efforts	6,190	-3,725
Program:		
Decrease in IT services mainly for CRDC, case mgmt. modernization, software and central IT services	26,052	-4,458
Decrease in building alterations	3	-3
Decrease in prompt payment interest	2	-2
Subtotal, decrease		-\$51,958
Net change		-\$49,000

OFFICE FOR CIVIL RIGHTS

AUTHORIZING LEGISLATION

(dollars in thousands)

Activity	2025 Authorized	2025 Actual	2027 Authorized	2027 Request
Civil Rights (DEOA)	Indefinite	\$140,000	Indefinite	\$91,000
Total annual appropriation		\$140,000		\$91,000

OFFICE FOR CIVIL RIGHTS
APPROPRIATIONS HISTORY

(dollars in thousands)

Year	Budget Estimate to Congress	House Allowance	Senate Allowance	Appropriation
2018 ¹	106,797	108,500	117,000	117,000
2019 ²	107,438	117,000	125,000	125,000
2020 ³	125,000	130,000	125,000	130,000
2021 ⁴	130,000	132,000	130,000	131,000
2022 ⁵	144,000	144,000	144,000	135,500
2023 ⁶	161,300	151,300	161,300	140,000
2024 ⁷	177,600	105,000	140,000	140,000
2025 ⁸	162,359	140,000	150,000	140,000
2026 ⁹	91,000	91,000	140,000	140,000
2027	91,000			

¹ 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).

² 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).

³ 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.

⁴ 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).

⁵ 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).

⁶ 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).

⁷ The House allowance reflects Subcommittee action, and the Senate allowance reflects Committee action on the regular annual 2024 appropriations bill; the Appropriation reflects the Further Consolidated Appropriations Act, 2024 (P.L. 118-47).

⁸ The levels for the House and Senate allowance reflect Committee action on the regular annual 2025 appropriations bill; the Appropriation reflects enactment of the Full-Year Continuing Appropriations and Extensions Act, 2025 (P.L. 119-4).

⁹ The levels for the House and Senate allowances reflect Committee action on the regular annual 2026 appropriations bill; the Appropriation reflects enactment of the Consolidated Appropriations Act, 2026 (P.L. 119-75).

OFFICE FOR CIVIL RIGHTS

SIGNIFICANT ITEMS

Antisemitism Investigations

Senate: The Committee remains concerned by instances of antisemitism on campuses and commends the new Administration for taking steps to address this increase. Following the explosion of antisemitism at IHEs across the U.S. after the terrorist attack on Israel and the subsequent failure of some IHEs to address antisemitic conduct on campus, it was unclear what actions OCR took under the prior Administration to respond to submitted complaints. The Committee requests an update in the fiscal year 2027 congressional justification on such efforts, including the processing of shared ancestry investigations, responses to complaints, investigation completions, and related activities to address antisemitism.

Response: The Department of Education is committed to robust enforcement of student's civil rights. We look forward to providing the Committees with information related to our shared ancestry and antisemitism work requested in Senate Report 119-55 and the Consolidated Appropriations Act, 2026 (P.L. 119-75) Explanatory Statement. The forthcoming report and quarterly reports thereafter will include antisemitism and shared ancestry investigations, status, and actions related to these critical investigations.

OFFICE FOR CIVIL RIGHTS

OFFICE FOR CIVIL RIGHTS

(Department of Education Organization Act, Section 203)

(dollars in thousands)

FY 2027 Authorization: Indefinite

BUDGET AUTHORITY

	2025 Actual	2027 Request	Change from 2025 to 2027
Personnel Compensation and Benefits Cost	\$105,950	\$62,503	-\$43,447
Non-Personnel Costs	34,050	28,497	-5,553
Total	\$140,000	\$91,000	-\$49,000
FTE	530	271	-259

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.

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 which Congress assigned OCR jurisdiction. Specifically, OCR fulfills its mission by enforcing six civil rights laws, and their implementing regulations which prohibit discrimination based on race, color, national origin, sex, disability, age, and ensure equal access to school facilities for certain youth groups.

- 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

OFFICE FOR CIVIL RIGHTS

- 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 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; post-secondary 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 (excluding 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)
2022	135,500
2023	140,000
2024	140,000
2025	140,000
2026	140,000

FY 2027 BUDGET REQUEST

For fiscal year 2027, the Administration requests \$91 million for the Office for Civil Rights, \$49 million less than the fiscal year 2025 appropriation. Funds would support 271 full-time equivalent (FTE) staff and provide resources necessary for OCR to meet its statutory and regulatory mandates.

- The Personnel Compensation and Benefits (PC&B) request is \$62.5 million, \$43.5 million less than the amount obligated in fiscal year 2025. The fiscal year 2027 request will support PC&B costs for 271 FTE.
- The Non-Personnel request, excluding Departmental Centralized Services request, is \$7.5 million, \$11.5 million less than the amount appropriated in fiscal year 2025. The OCR non-personnel funds will mainly support the Civil Rights Data Collection (CRDC): \$4.9 million; software support to operate OCR’s Case and Activity Management System

OFFICE FOR CIVIL RIGHTS

(CAMS): \$868,000; the Online Discrimination Complaint Form and Back-end Database: \$526,000; and travel: \$280,000.

- OCR's fiscal year 2027 request includes overhead funding for the Department's Centralized Services totaling \$21 million, \$8.2 million less than the amount obligated in fiscal year 2025.

ORGANIZATIONAL STRUCTURE AND STAFFING

OCR's office locations include headquarters in Washington, DC and five regional enforcement offices listed below:

METRO DC: District of Columbia, Virginia, North Carolina, South Carolina, Maine, Vermont, New Hampshire, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Puerto Rico, Virgin Islands

ATLANTA: Georgia, Tennessee, Alabama, Florida, Pennsylvania, Maryland, Delaware, West Virginia, Kentucky

KANSAS CITY: Missouri, South Dakota, Nebraska, Kansas, Oklahoma, Arkansas, Texas, Louisiana, Mississippi

DENVER: Colorado, Wyoming, Utah, Arizona, New Mexico, Illinois, Indiana, Iowa, Wisconsin, Minnesota, Michigan, Ohio, North Dakota

SEATTLE: Washington, Oregon, Idaho, Montana, Nevada, Alaska, Hawaii, American Samoa, Guam, Northern Mariana Islands, California

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 Office of the Assistant Secretary includes a Principal Deputy Assistant Secretary, a Deputy Assistant Secretary for Enforcement, and a Deputy Assistant Secretary for Policy and Development.

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 management of the office, 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 five 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 five 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 to 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)

OFFICE FOR CIVIL RIGHTS

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 and Development oversees the Headquarters Program Legal Group that provides a range of legal services including: developing policy guidance, technical assistance materials, consulting on novel cases from the regional offices, regulation development, 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 has responsibility for administration of the Civil Rights Data Collection.

OCR accomplishes its mission primarily by responding to complaints and initiating proactive investigations. 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 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.

PERSONNEL COMPENSATION AND BENEFITS (PC&B) COSTS

PC&B costs (i.e., staffing) are the principal allocation in OCR's budget. For fiscal year 2027, the Administration requests \$62.5 million for PC&B costs, \$43.5 million less than the amount obligated in fiscal year 2025. OCR's FTE request for fiscal year 2027 is 271.

The FTE included in the fiscal year 2027 budget request will support critical positions within OCR's enforcement workforce to address the continued increase in complaints.

The Administration requests funding for 271 FTE, which will directly support civil rights enforcement. OCR's enforcement staff (1) resolves complaints of discrimination; (2) conducts directed investigations and compliance reviews; and (3) provides technical assistance to facilitate voluntary compliance with federal civil rights laws.

For fiscal year 2027, the Administration requests \$1.1 million and \$74,000, respectively, for awards and overtime, \$351,000 more than the obligated amount in fiscal year 2025. The request will cover performance awards for the eligible Senior Executive Service staff and performance-based awards for general schedule employees.

OFFICE FOR CIVIL RIGHTS

NON-PERSONNEL COSTS – NON-CENTRALIZED SERVICES

For fiscal year 2027, the Administration requests \$7.5 million for non-Personnel costs, excluding Departmental Centralized Services, \$11.5 million less than the amount appropriated in fiscal year. The requested budget 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 2027 request will also support the maintenance, monitoring, enhancement, and hosting of OCR’s database investments (CRDC, CAMS and Online Discrimination Complaint Form).

INFORMATION TECHNOLOGY (IT) NON-PERSONNEL COSTS

The Administration requests the following IT Non-Personnel costs for fiscal year 2027:

CIVIL RIGHTS DATA COLLECTION (CRDC)

The Administration requests \$4.9 million for CRDC, \$1.9 million more than the obligated amount in fiscal year 2025. This increase is mainly due to CRDC contractor annual labor rate increases. Specifically, this funding request will support post-collection tasks for the 2025–2026 CRDC and pre-collection tasks for the 2027–2028 CRDC. This request will also support: data file creation and reporting tasks, such as the creation of preparation of topic-specific reports on civil rights areas of interest, and the execution of key research and evaluation tasks; and basic operations and maintenance, development, modernization, and enhancements, and web hosting, for the Civil Rights Data Reporting Website.

Table A provides an overview of the CRDC budget for fiscal years 2025, 2026, and 2027.

Table A: CRDC Budget Overview (FY 2025–FY 2027)

School Year	Activity	FY 2025	FY 2026	FY 2027
	2023–24 CRDC			
2023–24	Post-collection Phase	\$749,907	0	0
2023–24	Data File Creation and Reporting	451,549	0	0
	2025–26 CRDC			
2025–26	Planning and Improvement Phase	24,584	0	0
2025–26	Pre-collection Phase	915,696	\$322,812	0
2025–26	Collection Phase	0	1,737,080	0
2025–26	Post-collection Phase	0	787,403	\$598,304
2025–26	Data File Creation and Reporting	0	0	417,415

OFFICE FOR CIVIL RIGHTS

School Year	Activity	FY 2025	FY 2026	FY 2027
	2027-28 CRDC			
2027-28	Planning and Improvement Phase	0	\$723,466	0
2027-28	Pre-collection Phase	0	0	\$1,286,101
	CRDC Research and Evaluation			
N/A	Data Quality Projects	\$137,876	0	160,637
	CRDC Reporting Website			
N/A	Operation and Maintenance	342,755	258,689	263,604
N/A	Development, Modernization, and Enhancement	377,202	169,046	391,677
N/A	Web Hosting	33,875	46,873	48,280
	Total CRDC	\$3,033,444	\$4,045,369	\$3,166,018

OCR is statutorily authorized to “collect or coordinate the collection of data necessary to ensure compliance with civil rights laws within the jurisdiction of the Office for Civil Rights.” (See 20 U.S.C. § 3413) As such, OCR administers the CRDC, a mandatory survey of all public local educational agencies (LEAs) that receive Federal financial assistance from the Department in the 50 states, Washington, D.C., and the Commonwealth of Puerto Rico. LEAs must submit CRDC data for their schools and for themselves. Since 1968, the Department has collected civil rights data related to access 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, and disability.

Furthermore, under Section 1111(h)(1)(c)(viii) of the Elementary and Secondary Education Act, as amended in 2015 by the Every Student Succeeds Act (ESSA), as of December 31, 2018, state educational agencies (SEAs) that receive Title I 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.

OFFICE FOR CIVIL RIGHTS

There are several major tasks associated with the administration of each CRDC. Each CRDC collection cycle consists of four major phases:

- I. **Planning and Improvement:** This phase includes the implementation of high-priority enhancements to the submission system, the facilitation of training and support, and preparation and enhancement of technical assistance resources;
- II. **Pre-Collection:** This phase includes tasks for defining the CRDC universe of schools and 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 collecting data, providing technical support to LEAs and SEAs, monitoring system performance and data submissions, and performing data file extracts for data quality analysis; and
- IV. **Post-Collection:** This phase includes the evaluation of submission system business rules, and data quality reviews of the final data.

In addition, the budget request would support major tasks that include Data File Creation and Reporting related to the creation of the 2025–2026 CRDC 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 that would be supported includes CRDC Research and Evaluation, which consists of projects related to the improvement of the quality, usability, and administration of the CRDC.

OCR currently makes CRDC results available on its Civil Rights Data Reporting Website. The website presents CRDC data and hosts public-use data files, CRDC reports, data analytic tools, and other relevant information for stakeholders. The budget request would support operation and maintenance tasks that are needed to sustain the website’s current capabilities, including compliance and management. Development, modernization, and enhancement tasks that are needed to improve the capability and performance of the website, such as uploading the 2025–2026 CRDC data to the website, preparing 2025–2026 CRDC data profiles for the website, and improving data visualizations, would also be supported

CASE ACTIVITY MANAGEMENT SYSTEM (CAMS)

The Administration requests \$868,000 for CAMS, \$13,000 less than the obligated amount in fiscal year 2025. 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.

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, (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

OFFICE FOR CIVIL RIGHTS

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 request for Information Technology Services is \$526,000, \$15,000 less than the amount obligated in fiscal year 2025. Of this request, \$397,000 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 \$129,000 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

For fiscal year 2027, the Administration requests \$280,000 for travel, \$222,000 less than the obligated amount in fiscal year 2025. OCR's travel funds are primarily used to investigate complaints. This request will also support travel to conduct proactive investigations, technical assistance, and monitor corrective action plans. OCR staff uses virtual meeting technologies in lieu of travel, when possible, for cost-savings and cost-efficiency purposes.

PRINTING

For fiscal year 2027, the Administration requests \$5,000 for printing, \$4,000 less than the amount obligated in fiscal year 2025. The request will cover necessary printed items such as pamphlets highlighting OCR activities in various languages, reports, fact sheets, business cards, and letterhead.

TRAINING

For fiscal year 2027, the Administration requests \$261,000 for training, \$204,000 more than the obligated amount in fiscal year 2025. The workforce training and development activities will

OFFICE FOR CIVIL RIGHTS

help ensure that OCR has a prepared and capable workforce with the right mix of knowledge, skills, and abilities. The request will support the professional and technical training needs of staff, including required continuing legal education. OCR will continue to leverage cost-effective training options.

COMMUNICATIONS AND EQUIPMENT REPAIRS AND MAINTENANCE

For fiscal year 2027, the Administration requests \$11,000 for communications and equipment repairs and maintenance, \$10,000 more than the amount obligated in fiscal year 2025. These funds are also needed for overnight shipping costs.

OTHER SERVICES

For fiscal year 2027 the Administration requests \$1.0 million for other services, \$272,000 more than the amount obligated in fiscal year 2025. The request supports the reimbursement of attorneys' bar dues; translation and interpretation services (i.e., translating documents and pamphlets into several languages); and miscellaneous services for advertisement and short-term contractual services.

GOODS/SERVICES FROM THE GOVERNMENT

For fiscal year 2027, the Administration requests \$2.5 million for goods/services from the government, \$1.6 million more than the amount obligated in fiscal year 2025. This request primarily supports legal research totaling \$370,000. 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 \$100,000 increase for fiscal year 2027 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 the General Services Administration-leased vehicles and equipment totaling \$20,000.

SUPPLIES

For fiscal year 2027, the Administration requests \$51,000 for supplies, \$50,000 more than the obligated amount for fiscal year 2025. The increase will cover the purchase of supplies for 271 FTE.

IT EQUIPMENT/SOFTWARE

For fiscal year 2027, the Administration requests \$266,000 for IT equipment/software, \$266,000 more than the amount obligated in fiscal year 2025. This request supports OCR's software requirements related to rulemaking and data collections.

DEPARTMENTAL CENTRALIZED SUPPORT—NON-PERSONNEL COSTS

The request provides \$21.0 million for centralized services, \$8.2 million less than the amount obligated in fiscal year 2025.

OFFICE FOR CIVIL RIGHTS

The 2027 request will fund 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, IT hardware and software, smartphones, utilities, and IT network support.

PROGRAM PERFORMANCE INFORMATION

This section presents selected program performance information (including, for example, program goals, objectives, measures, and performance targets and data) and an assessment of the progress made toward achieving program goals. Program results are based on the combined effect of the Federal resources provided for the program as well as the resources and efforts invested by those served by the program.

PERFORMANCE MEASURES

The below performance measures indicate the percentage of complaints resolved and pending 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. The second table measures the percentage of prior year complaints over 180 days. The fiscal year 2024 performance outcomes are through the second quarter.

Measure: Percentage of complaints resolved within 180 days.

Year	Target	Actual
2022	80	79
2023	80	73
2024	80	70
2025	80	62
2026	80	55
2027	To be determined	—

Additional information: The actual data provided for fiscal year 2026 reflects data through the first quarter of fiscal year 2026.

OFFICE FOR CIVIL RIGHTS

Measure: Percentage of complaints pending after 180 days.

Year	Target	Actual
2022	< 25	54
2023	< 25	59
2024	< 25	61
2025	< 25	72.5
2026	<25	77
2027	To be determined	—

Additional information: The actual data provided for fiscal year 2026 reflects data through the first quarter of fiscal year 2026.