

U.S. Department of Justice

Civil Rights Division



Fiscal Year 2027 Performance Budget Narrative

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I. Overview

The Civil Rights Division (CRT) enforces federal civil rights statutes and constitutional protections ensuring that every American can fully participate in society free from discrimination. CRT’s mission is rooted in liberty, equality, and individual rights — values that are foundational to the American Dream. We protect the right to work, to learn, to live where one chooses, to access credit and essential services, and to practice one’s faith without prejudice.

In FY 2027, CRT will continue its decades-long role at the forefront of enforcing civil rights in workplaces, schools, neighborhoods, polling places, and other vital arenas. CRT’s priorities include safeguarding religious liberty amid rising antisemitism and anti-Christian bias; ensuring equality of opportunity by removing unlawful barriers; defending the rights of women and recognizing the immutable, binary nature of sex; advancing the rights of parents and protecting children against harmful ideologies; and combating illegal race- and sex-based discrimination in diversity, equity, and inclusion (DEI) programs.

The Assistant Attorney General leads CRT, supported by a Principal Deputy Assistant Attorney General and four Deputy Assistant Attorneys General. Supported by an Administrative Management Section, CRT’s workforce operates through specialized enforcement sections: Criminal, Disability Rights, Educational Opportunities, Employment Litigation, Housing and Civil Enforcement, Immigrant and Employee Rights, Special Litigation, Second Amendment Rights, and Voting.

For FY 2027, the Division requests a total of \$164,467,000 and 639 positions (403 attorneys).

II. Summary of Program Changes

The Civil Rights Division is uniquely positioned to answer the challenges facing vulnerable communities in our current climate. This is a summary of program changes. As described in greater detail in Section V. of this document, CRT is requesting \$2,709,000, including 23 positions (17 attorneys) and 12 FTEs, to address the Administration’s priority actions.

Item Name				
	Pos.	FTE	Dollars (\$000)	Page
Protecting Second Amendment Rights	12	6	1,418	9
Eliminating Illegal DEI Programs	11	6	1,291	12
Total	23	12	2,709	

III. Appropriations Language and Analysis of Appropriations Language

The Civil Rights Division (CRT) is part of the General Legal Activities (GLA) sub-appropriation in the Department of Justice’s appropriation. General Legal Activities language is displayed in the GLA rollup budget submission.

CRT recommends no substantive changes to the Appropriation language in the 2027 Budget.

IV. Program Activity Justification

Civil Rights Division Decision Unit

Enforcing Federal Civil Rights Law	Direct Positions	Estimated FTEs	Amount (\$000)
2025 Enacted*	626	594	166,132
2026 Enacted	353	353	107,794
Adjustments to Base and Technical Adjustments	263	201	53,964
2027 Current Services	616	554	161,758
Program Changes	23	12	2,709
2027 Request	639	566	164,467
Total Change 2026-2027	286	213	56,673

*FY 2025 Enacted reflects actual FTE

<i>Enforcing Federal Civil Rights Law - Information Technology Breakout (of Decision Unit Total)</i>	Direct Pos.	Estimate FTE	Amount (\$000)
2025 Enacted	11	11	\$2,231
2026 Enacted	11	11	\$2,276
Adjustments to Base and Technical Adjustments	0	0	\$0
2027 Current Services	11	11	\$2,276
2027 Program Increases	0	0	\$0
2027 Program Offsets	0	0	\$0
2027 Request	11	11	\$2,276
Total Change 2026-2027	0	0	\$0

Program Description

Employment

CRT enforces laws protecting employees from discrimination based on race, color, religion, sex, national origin, disability, pregnancy, genetic information, citizenship, and military service. CRT's work includes proactive education for employers and workers, resolution of disputes via hotlines, and litigation against violators. Key statutes:

Title VII of the Civil Rights Act – Prohibits employment discrimination, harassment, and retaliation based on race, color, religion, sex, and national origin.

Immigration and Nationality Act (INA) – Prohibits discrimination in hiring, firing, and recruitment based on national origin or citizenship status; also bans unfair documentation practices in the employment eligibility verification process and protects against retaliation.

Americans with Disabilities Act (ADA), Title I – Protects qualified individuals with disabilities in the employment context.

Uniformed Services Employment and Reemployment Rights Act (USERRA) – Ensures reemployment rights for servicemembers returning from military service.

Pregnant Workers Fairness Act (PWFA) – Requires reasonable accommodations for workers and applicants with limitations due to pregnancy, childbirth, or related conditions.

Genetic Information Nondiscrimination Act (GINA) – Prohibits discrimination based on genetic information.

Employment Rights

Protecting the Rights of U.S. Workers. The Immigrant & Employee Rights Section (IER) will continue to vigorously combat workplace discrimination. The Division will continue to enforce anti-discrimination provisions of the Immigration and Nationality Act, including but not limited to identifying and challenging employer policies and practices that favor the employment of nonimmigrant foreign visa holders by denying jobs to U.S. workers or displacing them.

Hotlines operated by the Division prevented over 200 potential legal violations in FY 2024, resulting in the preservation of more than 260 jobs for U.S. citizens and authorized workers, with an estimated economic value exceeding \$6.82 million.

The Division works to prevent workplace discrimination before it occurs, and to encourage reporting when it does, by engaging in proactive outreach. In FY 2024, we educated nearly 6,000 employers, workers, and community members on anti-discrimination protections – particularly under the INA – through more than 100 events, and participated in conferences, panels, and meetings to raise awareness of employment rights, how to recognize violations, and the proper channels for reporting them.

Employment Litigation Section

The Division has maintained a strong focus on combating intentional discrimination based on race, sex, religion, and national origin. For example, the Justice Department reached a settlement to protect U.S. workers from discriminatory hiring practices that favored temporary foreign visa holders overqualified American workers.

The Division also enforced protections for servicemembers returning from active duty, ensuring they are reinstated in their civilian jobs with full seniority, status, and benefits, as required under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Case Highlight: McCullough v. Oklahoma City Public Schools — This case reaffirmed the protections of the USERRA, which safeguards service members from workplace discrimination based on their military obligations. The lawsuit alleged that Oklahoma City Public Schools (OKCPS) discriminated against McCullough, a music teacher and military servicemember, by failing to renew his contract and later refusing to reemploy him after he returned from active duty. On February 6, 2025, the Court approved a consent decree resolving the case. Under the decree, OKCPS is required to provide McCullough with monetary relief, revise its internal policies to align with USERRA, and implement mandatory training for staff on the updated protections. This resolution strengthened workplace protections for all service members by sending a clear message that employers must honor the rights of individuals who serve. The changes to OKCPS's policies and required training and created

lasting safeguards to prevent future discrimination, ensuring service members can fulfill their military duties without jeopardizing their civilian careers.

The Division works closely with the Equal Employment Opportunity Commission, which enforces key anti-discrimination laws for most private employers, and the Department of Labor, which shares enforcement of the ADA and USERRA.

Through coordinated enforcement, outreach, early intervention, and strategic collaboration, we ensure consistent protections and uphold every individual's right to a workplace free from unlawful discrimination.

Education

Every student – regardless of background – deserves access to an education that expands their knowledge, prepares them for the future, and empowers them to contribute to our society. Discrimination in schools should never interfere with that opportunity. The Civil Rights Division enforces federal laws to ensure all students can learn in an environment free from discrimination based on race, color, national origin, sex, religion, or disability.

The Division protects students' rights by upholding the following laws:

Title IV and Title VI of the Civil Rights Act prohibit discrimination based on race, color, religion, sex, and national origin by public schools and federally funded education programs.

Title IX of the Education Amendments bars sex-based discrimination in federally funded education programs and activities.

Equal Educational Opportunities Act (EEOA) requires schools to take steps to eliminate language barriers that hinder English Learners from fully participating in educational programs.

Title II of the Americans with Disabilities Act (ADA) and **Section 504 of the Rehabilitation Act** prohibit disability-based discrimination by public schools and in federally funded education programs.

Individuals with Disabilities Education Act (IDEA) requires public schools to provide a free and appropriate public education (FAPE) to children with disabilities.

Fair Housing Act (FHA) prohibits discrimination in housing – including student housing – based on race, sex, national origin, religion, familial status, or disability.

18 U.S.C. § 245 makes it a federal crime to use or threaten force to interfere with someone's enrollment in or attendance at a public school or college due to their race, color, religion, or national origin.

Compliance and Consent Decrees

CRT represents the United States in school districts operating under standing court orders to eliminate vestiges of segregation. Our goal is to ensure those districts fulfill their legal obligations and that all students can access educational programs without barriers tied to race or other protected characteristics. When necessary, we seek court action to enforce compliance.

For example, the Division's enforcement has led to landmark agreements ensuring safe and equitable treatment for students with disabilities. In June 2025, the Educational Opportunities Section and the U.S. Attorney's Office for the Western District of Michigan reached a settlement with Montcalm Area Intermediate School District in Michigan, ending the discriminatory use of seclusion and improper restraint. The agreement mandates that seclusion be eliminated and that restraint be used only to prevent imminent serious harm, with strict documentation and oversight requirements.

Criminal Enforcement in Education

Combating hate and harassment based on race, national origin, and religion. This includes discriminatory harassment or violence in schools. During the pandemic, for example, CRT addressed xenophobic harassment and violence targeting Asian American Pacific Islander (AAPI) students. Where the incidents involve both criminal conduct and discriminatory harassment, the Division coordinates with the local U.S. Attorney's Office and law enforcement. CRT also participates in lawsuits filed by private parties by intervening (joining) those suits as a party, or by filing statements of interest and amicus briefs providing analysis of legal issues in the case.

Interagency Coordination and Outreach

CRT shares responsibility for protecting educational equity with other federal agencies, working closely with the Department of Education, which enforces anti-discrimination laws in education such as Title VI, Title IX, Section 504, Title II of the ADA, the Age Discrimination in Employment Act, and the Boy Scouts of America Equal Access Act, and with the Department of Housing and Urban Development, which enforces the Fair Housing Act, including protections against discrimination in student housing.

Outreach efforts have included proactively engaging with the public to raise awareness of students' rights and building partnerships that prevent discrimination. CRT does this through participation in continuing legal education sessions, panel discussions, and meetings with advocacy organizations, professional associations, and community stakeholders to share information, address concerns, and strengthen collaboration.

Housing and Enforcement

CRT enforces the Fair Housing Act and related statutes to combat discrimination in housing and lending, address sexual harassment in housing, and protect servicemembers from unlawful charges. The Housing and Civil Enforcement Section (HCE) works to eradicate discrimination in housing and lending, focusing on emerging threats such as sexual harassment in housing.

A recent enforcement action secured a \$360,000 settlement in a lawsuit against a New Mexico property manager and apartment complex for sexual harassment of tenants ([link](#))¹. Another case resolved discrimination claims against SouthEast Bank for unfair student loan practices, ensuring equitable lending ([link](#))². HCE also protects servicemembers from illegal fees and charges while on active duty, as demonstrated in a \$1.4 million settlement with the nation's largest property management company for violations of the Servicemembers Civil Relief Act (SCRA) ([link](#))³.

Disability Rights

CRT protects the rights of individuals with disabilities under the ADA and related laws, ensuring equal access to public services, housing, voting, and employment. The Disability Rights Section continues to address systemic barriers for individuals with disabilities. The Justice Department found that Idaho unlawfully segregated individuals with physical disabilities in violation of the ADA, leading to reforms to expand community-based services. In Nevada, a landmark agreement ensures that children with behavioral health disabilities can remain in their homes and communities, reducing unnecessary institutionalization.

¹ <https://www.justice.gov/opa/pr/justice-department-secures-360000-settlement-sexual-harassment-lawsuit-against-new-mexico>

² <https://www.justice.gov/archives/opa/pr/justice-department-secures-settlement-resolve-discrimination-claims-student-loans-against>

³ <https://www.justice.gov/opa/pr/nations-largest-property-management-company-pay-over-14m-unlawful-charges-military>

Voting

The Division safeguards voting rights, including ensuring accessibility for voters with disabilities, enforcing the Voting Rights Act, and protecting servicemembers' voting access while stationed away from home, including the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).

Protecting Those Who Protect Us

Servicemembers defend the security and freedom of our nation at great personal sacrifice. When their duties call them away from home, the Division stands ready to protect their rights. CRT vigorously enforces federal laws that protect servicemembers' right to vote when stationed away from home, their right to return to work after their military service, their right to live free from financial exploitation while on active duty, and their right to reasonable accommodation when they have a disability. Many servicemembers rely on the Division to bring cases in situations where they otherwise could not find or afford private attorneys. The Division's work on behalf of servicemembers includes aggressive enforcement of UOCAVA and USERRA, and the Servicemembers Civil Relief Act (SCRA).

The Voting Section protects the right to vote for people with disabilities, enforcing both the Voting Rights Act and Title II of the ADA. This includes ensuring polling places are physically accessible, voting systems are usable by individuals with disabilities, and that no jurisdiction enforces eligibility rules that disenfranchise voters based on intellectual or mental disabilities.

Protecting the Right to Vote for People with Disabilities

The Division also continues its efforts to protect the rights of voters with disabilities. In addition to protections under the Voting Rights Act, Title II of the ADA requires jurisdictions to ensure that polling places and voting systems remain accessible to people with disabilities. This obligation extends to all voting activities carried out by jurisdictions, including registration, early voting, and voting at the polls on election day. Election officials must provide physically accessible polling places, modify policies as needed to provide access to the polls, and ensure effective communication with people with disabilities. Jurisdictions also must not implement voter eligibility requirements that disenfranchise voters because of intellectual or mental disabilities.

Criminal Enforcement

CRT prosecutes hate crimes, interference with federally protected rights, and official misconduct, ensuring accountability for violations that threaten civil rights. CRT's Criminal Section prosecutes a range of federal civil rights violations, from hate crimes to official misconduct. Recent prosecutions include convictions of former Federal Bureau of Prisons employees for failing to obtain medical care for an inmate who later died, and charges against a California corrections officer for conspiracy and civil rights violations.

Under the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, CRT has prosecuted cases involving violence motivated by race, religion, sexual orientation, gender identity, and disability, ensuring perpetrators are held fully accountable.

V. Program Increases by Item

Item Name: **Protecting Second Amendment Rights**

Budget Decision Unit(s): Civil Rights Division (CRT)

Organizational Program: Domestic/Civil Rights

Program Increase: Positions 12 Agt/Atty 9 FTE 6 Dollars \$1,418,000

Description of Item

The Civil Rights Division seeks an enhancement to support its new stand-alone section committed to protecting Second Amendment rights. On February 7, 2025, President Trump signed Executive Order 14206, Protecting Second Amendment Rights. In doing so, the President recognized that the Second Amendment is an “indispensable safeguard of security and liberty” that is “foundational to maintaining all other rights held by Americans.” The Executive Order directs the Attorney General to work with the Domestic Policy Advisor to develop and implement a plan of action for addressing infringements on the Second Amendment rights of our citizens. The Executive Order acknowledges that states and local jurisdictions across the country continue to take steps to unconstitutionally restrict Second Amendment rights, by building in unreasonable wait times, introducing unsupportable limitations, or unjustifiably limiting who can own a firearm. Hundreds of potential Second Amendment restrictions are introduced every year; each restriction needs to be closely examined and tested to ensure that it does not violate this constitutional right.

While already performing some limited work in this priority area in response to the Executive Order, the Civil Rights Division seeks support to expand its capacity. With the requested funding, the Division will be able to track state and local laws, regulations, policies, and practices to identify mechanisms that limit the possession or ability to bear firearms in violation of the Second Amendment and bring enforcement actions where appropriate. Using a variety of available tools, the new Section will be able to execute Task Force strategies through litigation and policy that will advance, protect, and promote compliance with the Second Amendment. With appropriate support, the Division will be able to develop subject matter expertise coupled with the Division’s litigation experience to bring meaningful change in this area. Staffing needs for this enhancement are mostly for attorneys but would also require paralegal and program management support.

Funding

Base Funding

FY 2025 Enacted				FY 2026 Enacted				FY 2027 Current Services			
Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)
0	0	0	\$0	3	2	3	\$645	3	2	3	\$645

Personnel Increase Cost Summary

Type of Position/Series	FY 2027 Request (\$000)	Positions Requested	Full Year Modular Cost per Position (\$000)	Annualizations(\$000)			
				2 nd Year	3 rd Year	FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Attorneys (0905)	\$1,196	9	\$247	\$113	\$8	\$1,013	\$68
Paralegals / Other Law (0900-0999)	\$132	2	\$117	\$58	\$22	\$117	\$44
Clerical and Office Svcs (0300-0399)	\$56	1	\$97	\$37	\$9	\$37	\$9
Total Personnel	\$1,384	12	\$461	\$208	\$38	\$1,167	\$121

Non-Personnel Increase/Reduction Cost Summary

The request includes funding for key non-personnel items that directly support the proposed program enhancements:

1. **Litigation Support Services** – This includes technology tools and contractor assistance to ingest, manage, review, and produce documents related to ongoing and anticipated litigation. These services ensure the program can meet legal obligations efficiently and effectively.
2. **Contractor Support** – Additional contractors will provide technical and operational support to help implement program enhancements, streamline processes, and expand overall program capacity.

Non-Personnel Item	FY 2027 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Litigative Consultants	\$17	\$2	9	\$18	\$1
Contractor Support	\$17	\$2	9	\$18	\$0
Total Non-Personnel	\$34			\$36	\$1

Justification for Non-Personnel Annualizations

Litigation support requires continued access to technology tools and contractor expertise to manage legal document processing efficiently. Likewise, contractor support is necessary to sustain core technical and operational functions that enable program enhancements. Annualized costs reflect the continuation of these services at current activity levels and were derived based on prior-year obligations and projected workload needs.

Total Request for this Item

Category	Positions			Amount Requested (000)			Annualizations (000)	
	Count	Attorney	FTE	Personnel	Non- Personnel	Total	FY 2028 (net change from 2027)	FY 2029 (net change from 2029)
Current Services	3	2	3	\$645	\$0	\$645	\$0	\$0
Increases	12	9	6	\$1,384	\$34	\$1,418	\$1,203	\$122
Grand Total	15	11	9	\$2,029	\$34	\$2,063	\$1,203	\$122

Affected Crosscuts

Not applicable.

Item Name: Eliminating Illegal DEI Programs

Budget Decision Unit(s): Civil Rights Division (CRT)

Organizational Program: Domestic/Civil Rights

Program Increase: Positions 11 Agt/Atty 8 FTE 6 Dollars \$1,291,000**Description of Item**

The Civil Rights Division seeks an enhancement to help effectuate the Administration's and Attorney General's shared goal of eliminating illegal Diversity, Equity, Inclusion, and Accessibility (DEIA) programs. On his second day in office, the President issued Executive Order on Ending Illegal Discrimination and Restoring Merit-Based Opportunity, and on February 5, 2025, the Attorney General issued a memorandum committing the Department to "investigate, eliminate, and penalize illegal DEI and DEIA preferences, mandates, policies, programs, and activities in the private sector and in educational institutions that receive federal funds." Because illegal DEI and DEIA preferences impede on the nation's promise of equality for all, well within the Civil Rights Division's bailiwick, the Division is a natural place from which to drive much of this work.

Illegal DEIA programs are most often found in schools and the workplace. These programs take on a variety of forms with myriad branding consistent only with the effect of limiting opportunities to certain preferred groups. With adequate resources, the Civil Rights Division's Educational Opportunities Section and Employment Litigation Section are well positioned to investigate and litigate allegations of illegal DEI programs. This enhancement would also ideally position the Division to intervene in on-going litigation, weigh in with statements of interest and amicus briefs, and fashion relief that eliminate illegal programs while ensuring access to important educational and job opportunities for all.

Funding**Base Funding**

FY 2025 Enacted				FY 2026 Enacted				FY 2027 Current Services			
Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)	Pos	Agt/Atty	FTE	Amount (\$000)
0	0	0	\$0	0	0	0	\$0	0	0	0	\$0

Personnel Increase Cost Summary

Type of Position/Series	FY 2027 Request (\$000)	Positions Requested	Full Year Modular Cost Per Position (\$000)	Annualization			
				2nd Year	3rd Year	FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Attorneys - 905	\$1,063	8	\$247	\$113	\$8	\$901	\$61
Paralegals /Other Law (0900-0999)	\$198	3	\$117	\$58	\$22	\$175	\$66
Total Personnel	\$1,261	11	\$364	\$171	\$30	\$1076	\$127

Non-Personnel Increase/Reduction Cost Summary

The request includes funding for key non-personnel items that directly support the proposed program enhancements:

1. **Litigation Support Services** – This includes technology tools and contractor assistance to ingest, manage, review, and produce documents related to ongoing and anticipated litigation. These services ensure the program can meet legal obligations efficiently and effectively.
2. **Contractor Support** – Additional contractors will provide technical and operational support to help implement program enhancements, streamline processes, and expand overall program capacity.

Non-Personnel Item	FY 2027 Request (\$000)	Unit Cost (\$000)	Quantity	Annualizations (\$000)	
				FY 2028 (net change from 2027)	FY 2029 (net change from 2028)
Litigative Consultants	\$15	\$2	8	\$16	\$1
Contractor Support	\$15	\$2	8	\$16	\$0
Total Non-Personnel	\$30			\$32	\$1

Justification for Non-Personnel Annualizations

Litigation support requires continued access to technology tools and contractor expertise to manage legal document processing efficiently. Likewise, contractor support is necessary to sustain core technical and operational functions that enable program enhancements. Annualized costs reflect the continuation of these services at current activity levels and were derived based on prior-year obligations and projected workload needs.

Total Request for this Item

Category	Positions			Amount Requested (000)			Annualizations (000)	
	Count	Attorney	FTE	Personnel	Non-Personnel	Total	FY 2028 (net change from 2027)	FY 2029 (net change from 2029)
Current Services	0	0	0	\$0	\$0	\$0	\$0	\$0
Increases	11	8	6	\$1,261	\$30	\$1,291	\$1,107	\$128
Grand Total	11	8	6	\$1,261	\$30	\$1,291	\$1,107	\$128

Affected Crosscuts

Not applicable.

VI. Program Offsets by Item

Not applicable.

VII. Appendix

Civil Rights Division – Statutes Enforced

Statute	Enforcing Section	Type of Case
Violence Against Women Act (VAWA) – Reauthorization	CRM, HCE	The Violence Against Women Act – Reauthorization has strengthened the Civil Rights Division’s oversight and enforcement ability over matters involving sexual abuse. Section 250 is a penalty statute that applies to all Chapter 13 offenses, including civil rights conspiracies (18 U.S.C. § 241), official misconduct (18 U.S.C. § 242), and hate crimes. In particular, this provision makes every form of sexual assault committed under color of law a felony. The potential penalty varies depending on the type of sexual conduct involved and other attendant circumstances. Section 2243(c), makes it a federal crime for any federal law enforcement officer, while acting in that capacity, to “knowingly engage in a sexual act with an individual who is under arrest, under supervision, in detention, or in Federal custody.” It is a felony punishable with up to 15 years in prison. Consent is not a defense. Additionally, § 2242(3) makes it a crime to “knowingly engage in a sexual act with another person without that other person’s consent, to include doing so through coercion” where there is federal jurisdiction. Among other circumstances, this provision now criminalizes nonconsensual sex acts that occur in federal prisons.
34 U.S.C. § 12491 Housing protections for victims of domestic violence, dating violence, sexual assault, and stalking		Section 12494 prohibits public housing agencies and owners, or managers of housing assisted under a covered housing program from retaliating against, or interfering with, anyone who has exercised or enjoyed their VAWA housing rights or aided or encouraged anyone else in exercising or enjoying their VAWA housing rights. Section 12495 grants people the right to seek law enforcement or emergency assistance on their own behalf or on behalf of another person in need of assistance, and provides that people shall not be penalized based on their requests for assistance or based on criminal activity of which they are a victim or otherwise not at fault. The prohibited penalties include, among other things, actual or threatened criminal penalties, fines, fees, eviction, and refusal to rent.
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.
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.
National Voter Registration Act (NVRA), 52 U.S.C. § 20511	VOT	This provision codifies knowingly interfering with voter registration process as a criminal offense
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) entitles servicemembers 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	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, an applicant's receipt of income from a public assistance program, or an applicant's good faith exercise of 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 and Safe Streets Act	SPL	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, DRS	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 states and territories allow certain U.S. citizens who are away from their homes, including members of the uniformed services and the merchant marines, their family members, and U.S. citizens who are residing outside the country, to register and vote absentee in Federal elections.

VIII. Exhibits
