



## GENERAL LEGAL ACTIVITIES Civil Rights Division (CRT)

### FY 2015 Budget Request At A Glance

FY 2014 Enacted:	\$144.2 million (714 positions; 383 attorneys)
Current Services Adjustments:	+\$10.4 million
Program Changes:	+\$7.3 million
FY 2015 Budget Request:	\$161.9 million (787 positions; 419 attorneys)
Change From FY 2014 Enacted:	+\$17.7 million (+12.3%) (+73 positions; +36 attorneys)

### Mission:

CRT has three significant goals: (1) to fulfill the promise of basic civil rights protections through effective and vigorous enforcement of the law; (2) to deter and remedy discriminatory and illegal conduct through the successful prosecution of these federal laws; and (3) to promote voluntary compliance and civil rights protection through a variety of educational, technical assistance, and outreach programs.

### Organization:

The Civil Rights Division is headed by the Assistant Attorney General for Civil Rights (AAG), who is appointed by the President and confirmed by the Senate. The AAG is assisted by five Deputy Assistant Attorneys General. The Office of the Assistant Attorney General establishes policy and provides executive direction and control over the enforcement actions and the administrative management activities. All CRT employees are stationed in Washington, DC, but travel to other parts of the country for litigation activities and outreach events.

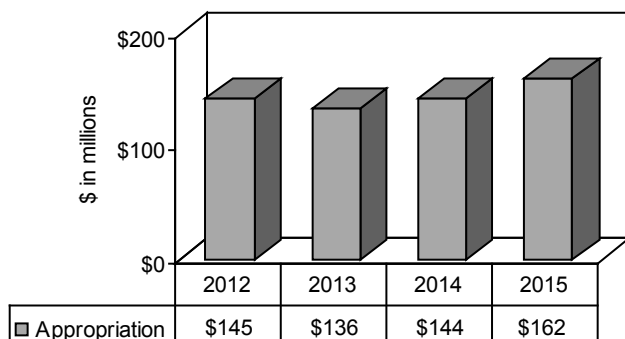
### Resources:

The FY 2015 budget request for CRT totals \$161.9 million, which is a 12.3% increase over the FY 2014 Enacted. The request includes enhancements for additional Civil Rights Enforcement, E-Verify, and Combatting Police Misconduct.

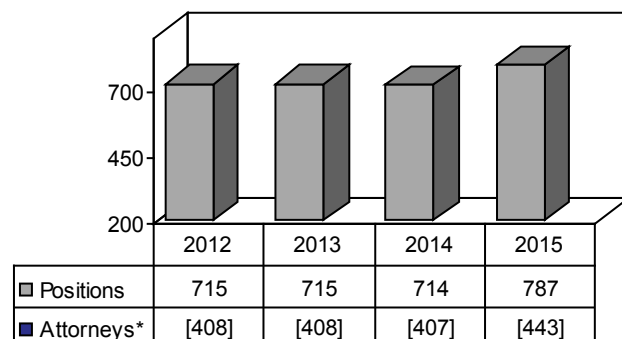
### Personnel:

CRT's direct positions for FY 2015 total 787 positions. CRT's FY 2015 request includes an increase of 73 positions over the FY 2014 Enacted of 714 positions. However, between January 2011 and December 2013, the number of CRT's onboard staff declined by 164.

**Funding (FY 2012 - 2015)**



**Personnel (FY 2012 - 2015)**



\* Includes Reimbursable Attorneys.

## **FY 2015 Strategy:**

In FY 2015, CRT is committed to upholding the civil and constitutional rights of all Americans, including some of the most vulnerable members of society. The Division will continue to vigorously enforce civil rights laws to ensure equal treatment and equal justice under the law, reflecting the country's highest ideals and aspirations. CRT will be prepared to address and confront both long-standing civil rights issues and emerging civil rights challenges. CRT intends to achieve its objective by fairly and evenhandedly enforcing each of the laws within the scope of its responsibility.

The Division will focus its enforcement efforts through: ensuring that hate crimes are aggressively investigated and prosecuted under the Matthew Shepard Byrd, Jr. Hate Crimes Prevention Act; facilitating increased investigations and prosecutions of fair lending and financial fraud related to the financial crisis and economic recovery efforts through continued coordination and cooperation with federal, state and local authorities; and enforcing the Civil Rights for Institutionalized Persons Act to ensure the tens of thousands of institutionalized persons who were living in dire and often life-threatening conditions now receive adequate care and services.

The Division will continue to combat human trafficking through a comprehensive enforcement approach focused on all forms of involuntary servitude; protect the public's trust in law enforcement by vigorously investigating and prosecuting police misconduct; monitor elections and review redistricting plans to prevent prohibited election practices; and further protect voter rights through enforcement of the Help America Vote Act and the Overseas Citizens Absentee Voting Act.

CRT will advance its innovative approach to administering the Americans with Disabilities Act (ADA) to include continuance of the successful Project Civic Access initiative, which helps to bring entire cities, counties and towns into compliance with the ADA and ensure new facilities are constructed in compliance with ADA standards for accessible design; and assist states in fulfilling their obligations under the Supreme Court's *Olmstead* decision, which requires that people with disabilities receive state services and treatment in the most integrated setting appropriate to their needs. CRT will work to increase efforts to eradicate employment discrimination through pattern or practice discrimination cases, many of which have the potential to bring about systemic reforms that both remedy and prevent discrimination.

In addition to all of these efforts, the Division recognizes that outreach is critical to fulfilling its goals of deterrence and voluntary compliance. The Division's work – to uphold the civil and constitutional rights of individuals who have experienced unlawful discrimination in core aspects of their lives – requires engagement. As those charged with enforcing the nation's civil rights laws, the Division must consider outreach as one of the critical tools to educate people and communities about their rights; to deter discriminatory conduct; to inform our enforcement efforts; and to shape the remedies pursued. Through this comprehensive approach, the work of the Division will ultimately result in relief to more people and expand the reach of fundamental civil rights protections to all Americans.

The FY 2015 budget proposes substantive changes to the

FY 2014 enacted appropriation language for CRT. Additional detail is provided about substantive and technical language changes in Section III and CRT's Congressional Justification.

## **FY 2015 Program Changes:**

**Civil Rights Enforcement:** \$5.1 million and 50 positions (25 attorneys)

The Department is requesting additional resources of 50 positions (25 attorneys) and \$5.1 million to strengthen civil rights enforcement efforts that the Attorney General has identified as part of his Vulnerable People Priority Goal and for other programs that require renewed emphasis. The requested increase would benefit all programmatic areas and specifically enable CRT to increase its efforts against civil rights violations associated with human trafficking, hate crimes, voting rights enforcement, and enforcement of the Civil Rights of Institutionalized Persons Act (CRIPA). In addition, CRT would be able to expand opportunities for people with disabilities, and broaden overall protections for equal education, equal housing, and equal employment. These are areas that the Attorney General has determined warrant specific attention and has identified as part of his Vulnerable People Priority Goal. The current services for this initiative are 714 positions (383 attorneys) and \$154.6 million.

**E-Verify:** \$305,000 and 3 positions (2 attorneys)

CRT's Office of Special Counsel will expand its capacity to assist with resolving complaints associated with immigration and employment authorization status queries run through the E-Verify process. This funding will support the implementation of an E-Verify post-Final Nonconfirmation (FNC) administrative review process to be deployed by U.S. Citizenship and Immigration Services (USCIS) in concert with interagency stakeholders. The current services for this initiative are 11 positions (7 attorneys) and \$1.3 million.

**Police Misconduct Enforcement:** \$1.9 million and 20 positions (9 attorneys)

The Department is requesting additional resources of 20 positions (9 attorneys) and \$1.9 million to expand CRT's efforts in combating police misconduct. Criminal prosecutions will focus on the conduct of individuals and they address the most egregious incidents of police misconduct. Civil pattern or practice investigations will focus on systemic problems within police departments and unlawful conduct. Additionally, CRT will initiate Title VII litigation against police departments where there is reason to believe that a "pattern or practice" of discrimination exists. CRT will use its enhanced resources to take a multi-faceted approach in combating police misconduct. CRT will use its law enforcement arsenal to ensure police officers, and police departments as a whole, are carrying out their missions lawfully. The current services for this initiative are 71 positions (52 attorneys) and \$12.2 million.

**FY 2015 Opportunity, Growth, and Security Initiative:**

The FY 2015 base discretionary budget meets the cap levels set by the Bipartisan Budget Act of 2013. In addition, the FY 2015 Budget's Opportunity, Growth, and Security Initiative includes targeted investments for improved capacity for financial fraud enforcement at the Department, including hiring additional criminal prosecutors, civil litigators, investigators, and forensic accountants.

**Civil Rights Division**  
(Dollars in Thousands)

	Civil Rights Division		
	Pos	Est. FTE	Amount
<b>2013 Appropriation</b>	<b>715</b>	<b>607</b>	<b>146,608</b>
2013 Rescissions (1.877 % & 0.2%)	0	0	-3,040
2013 Sequester Cut	0	0	-7,227
<b>2013 Enacted with Rescissions and Sequester</b>	<b>715</b>	<b>607</b>	<b>136,341</b>
<b>2014 Enacted</b>	<b>714</b>	<b>606</b>	<b>144,173</b>
<b>2015 Request</b>	<b>787</b>	<b>643</b>	<b>161,881</b>
<b>Change 2015 from 2014 Enacted</b>	<b>73</b>	<b>37</b>	<b>17,708</b>
<b>Technical Adjustments</b>			
<b>Total Technical Adjustments</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Base Adjustments</b>			
Pay & Benefits	0	0	2,035
Domestic Rent & Facilities	0	0	8,368
<b>Total Base Adjustments</b>	<b>0</b>	<b>0</b>	<b>10,403</b>
<b>2015 Current Services</b>	<b>714</b>	<b>606</b>	<b>154,576</b>
<b>Program Changes</b>			
<b>Increases:</b>			
Civil Rights Enforcement	50	25	5,072
E-Verify	3	2	305
Police Misconduct Enforcement	20	10	1,928
<b>Subtotal, Program Increases</b>	<b>73</b>	<b>37</b>	<b>7,305</b>
<b>Decreases:</b>			
<b>Subtotal, Program Decreases</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Program Changes</b>	<b>73</b>	<b>37</b>	<b>7,305</b>
<b>2015 Request</b>	<b>787</b>	<b>643</b>	<b>161,881</b>

**Civil Rights Division**  
(Dollars in Thousands)

Comparison by activity and program	2014 Enacted			2015 Current Services		
	Perm Pos.	Est. FTE	Amount	Perm Pos.	Est. FTE	Amount
Civil Rights Enforcements	714	606	144,173	714	606	154,576
<b>Total</b>	714	606	144,173	714	606	154,576
Reimbursable FTE	0	29	0	0	29	0
<b>Grand Total</b>	714	635	144,173	714	635	154,576

Comparison by activity and program	2015 Total Program Changes			2015 Request		
	Perm Pos.	Est. FTE	Amount	Perm Pos.	Est. FTE	Amount
Civil Rights Enforcements	73	37	7,305	787	643	161,881
<b>Total</b>	73	37	7,305	787	643	161,881
Reimbursable FTE	0	0	0	0	29	0
<b>Grand Total</b>	73	37	7,305	787	672	161,881