

City of Charlottesville  
Human Rights Commission &  
Office of Human Rights  
Calendar Year 2025 Annual Report Overview

Presented by

Todd Niemeier, Director, Human Rights Commission

Heather Roberson Gaston, Chair, Human Rights Commission

# Human Rights Division

Charlottesville Human  
Rights Ordinance  
(CHRO)  
City code Chapter 2, Article XV

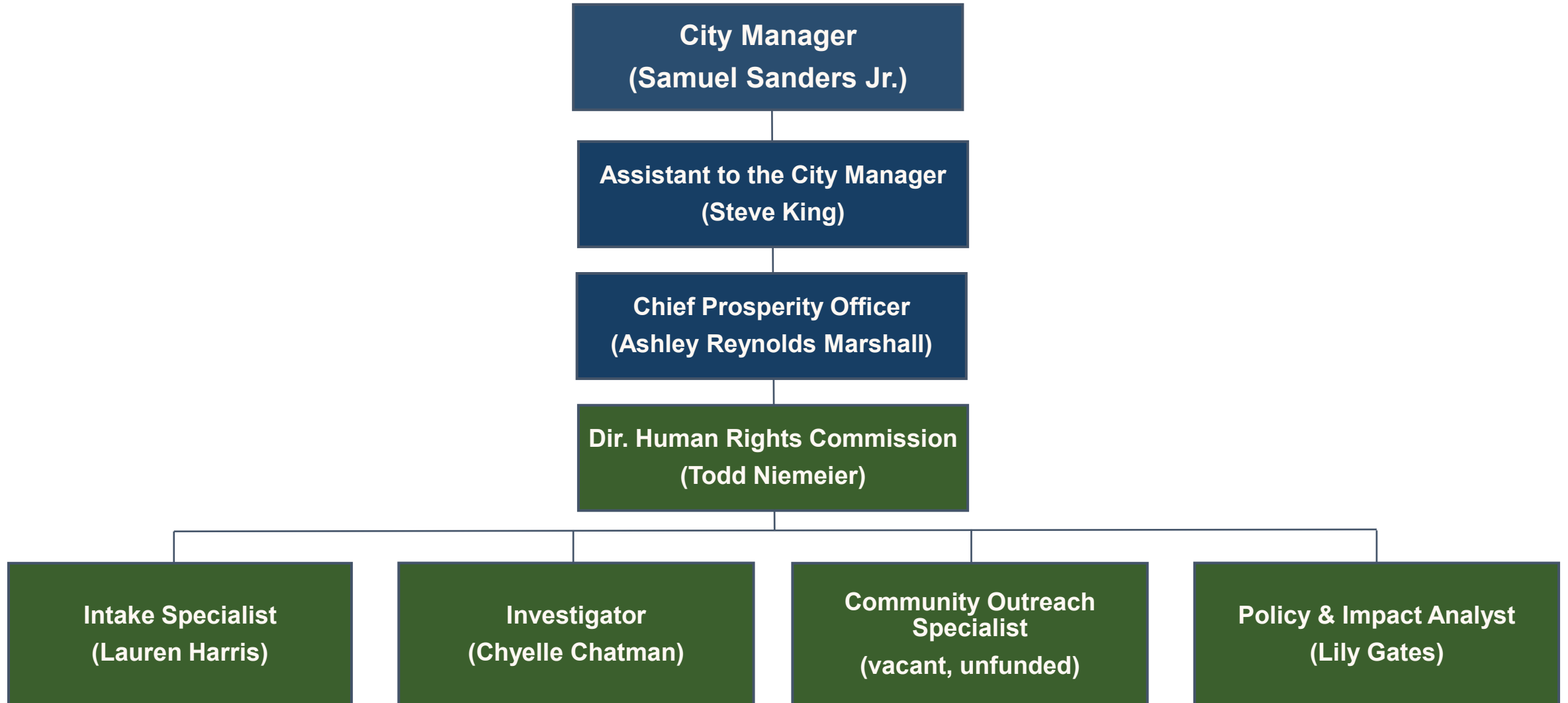
## Human Rights Commission (HRC)

- 9 Volunteer Commissioners
- Systemic Impact
- Community Outreach & Engagement
- City Council Advisory Body

## Office of Human Rights (OHR)

- 4 Full-time Staff
- Individual Assistance
- Community Outreach & Engagement
- HRC Administrative Support

# Human Rights Organizational Chart

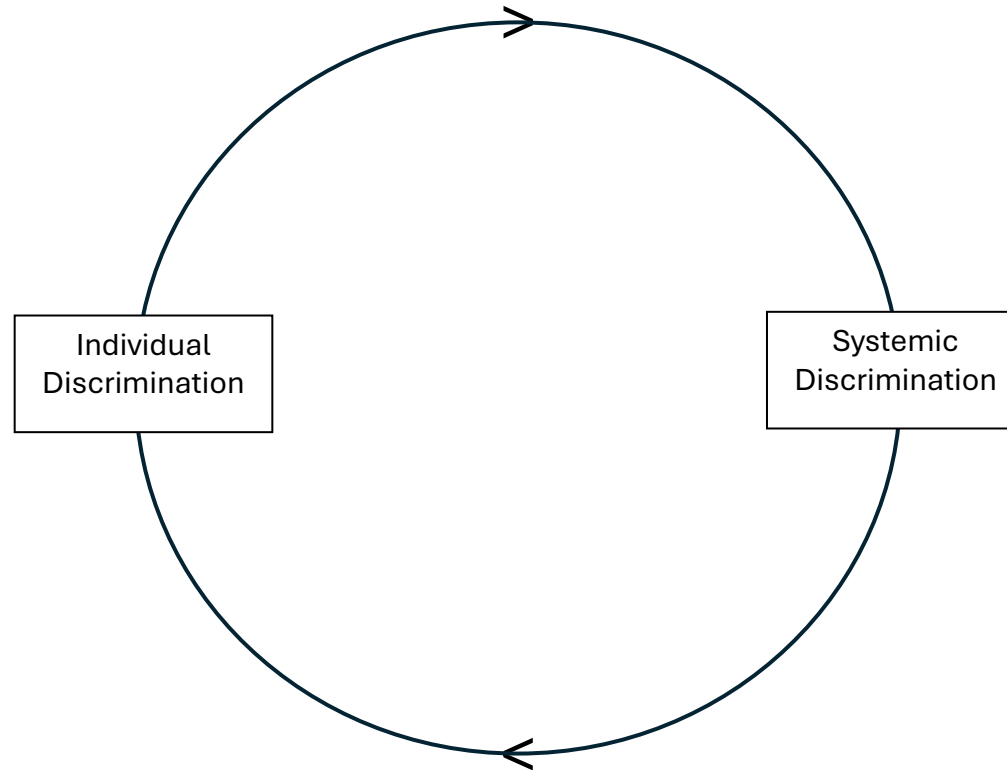


# Human Rights Ordinance

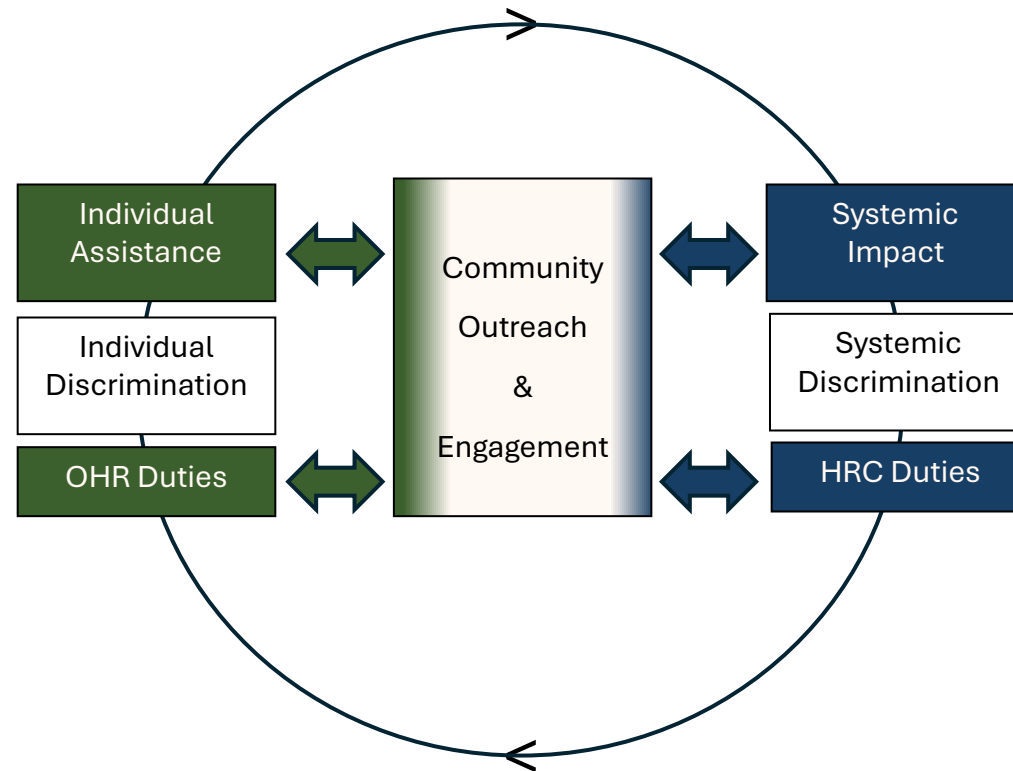
Roles and responsibility areas per Section 2-433:

- a) Individual Assistance
- b) Outreach and Engagement
- c) City Policies & Practices
- d) Federal Workshares
- e) Legislative Program
- f) Commission Policies

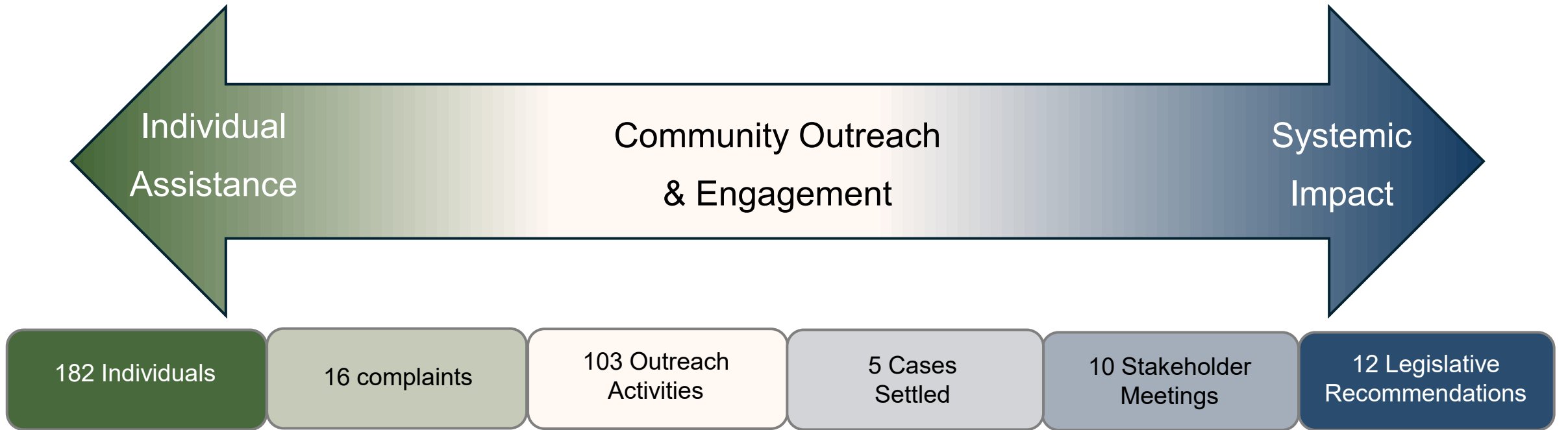
# Continuum of Harm



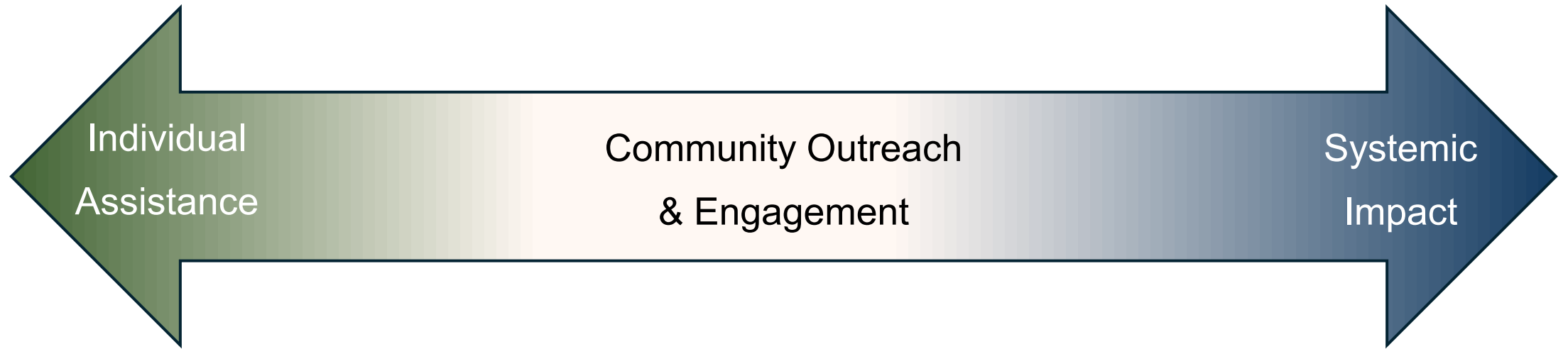
# Continuum of Impact



# Spectrum of Work

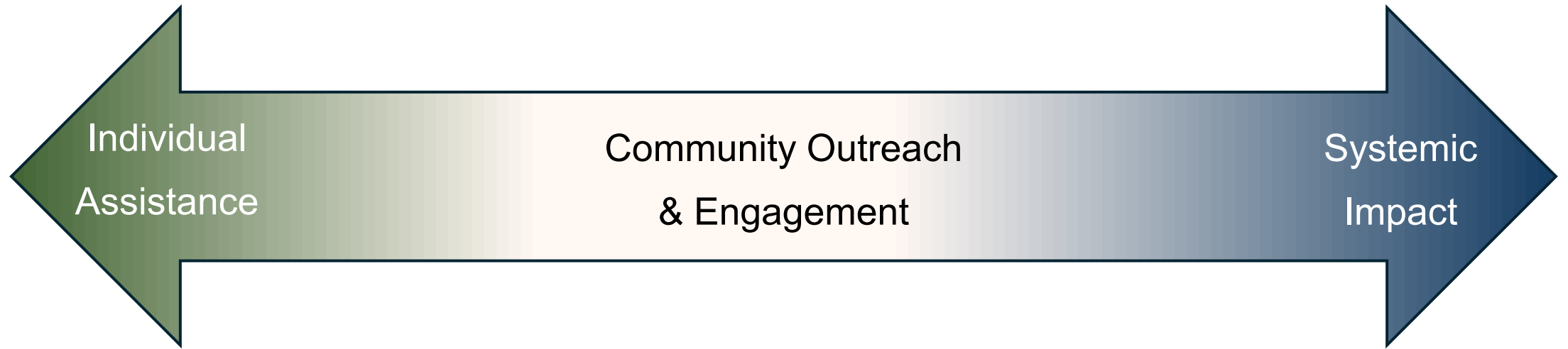


# Spectrum of Work & Roles



182 Individuals	16 complaints	103 Outreach Activities	5 Cases Settled	10 Stakeholder Meetings	12 Legislative Recommendations
Intake Specialist	Investigator	Outreach Specialist	Director	Policy & Impact Analyst	Human Rights Commissioners

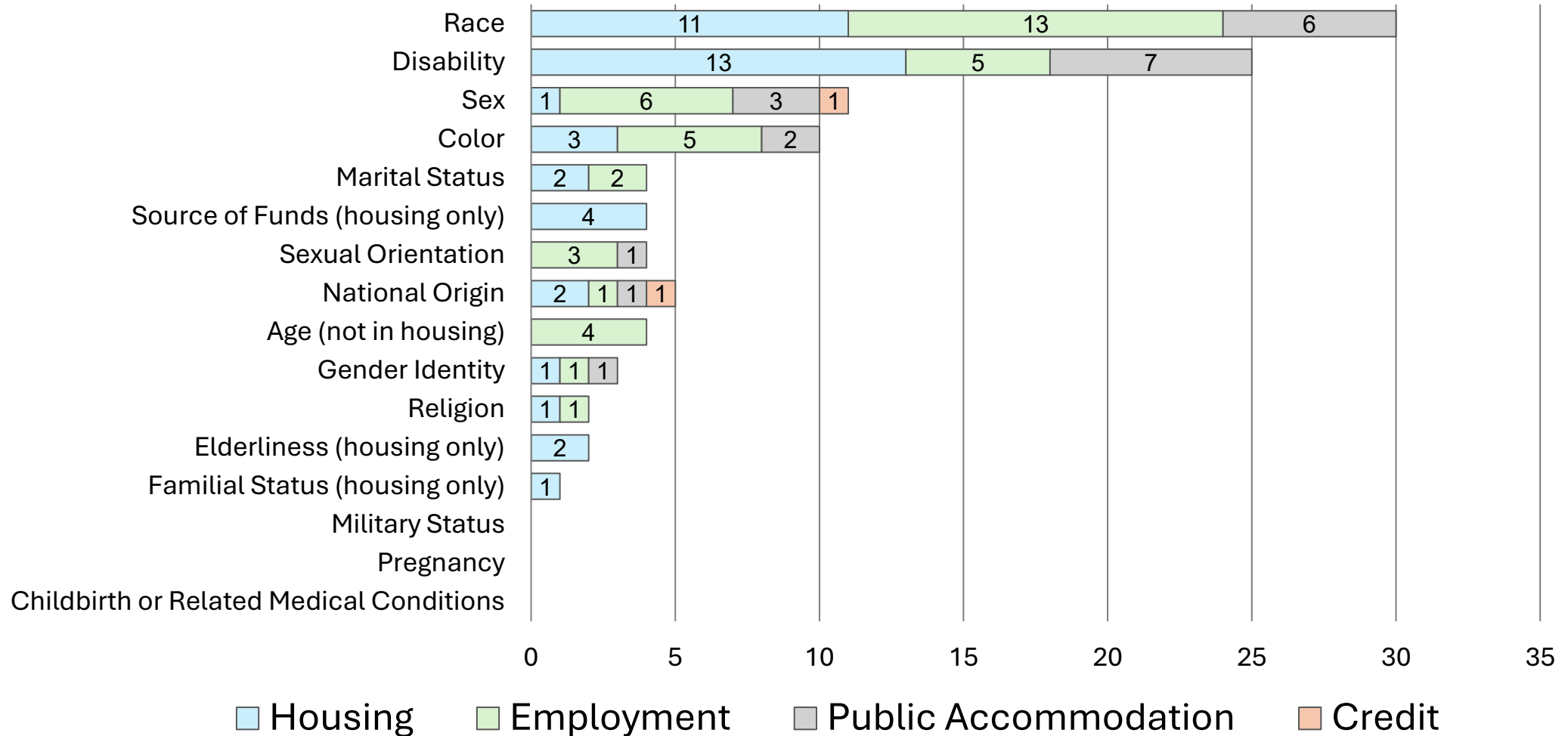
# Spectrum of Work, Roles, & Connection



182 Individuals	16 complaints	103 Outreach Activities	5 Cases Settled	10 Stakeholder Meetings	12 Legislative Recommendations
Intake Specialist	Investigator	Outreach Specialist	Director	Policy & Impact Analyst	Human Rights Commissioners

# Why this matters...

Total Complaints by Protected Activity & Protected Class from 2018 through 2025



# Questions?

Contact the Office of Human Rights

434-970-3023

[humanrights@charlottesville.gov](mailto:humanrights@charlottesville.gov)