

Policy Briefing Summary

City Council



Regarding:	Presentation on Human Rights Ordinance Revisions
Staff Contact(s):	Todd Niemeier, Director of Human Rights
Presenter:	Todd Niemeier, Director of Human Rights
Date of Proposed Action:	June 15, 2026

Issue

During a publicly-noticed regular meeting on April 16, 2026, the Charlottesville Human Rights Commission voted unanimously to adopt multiple amendments to the Charlottesville Human Rights Ordinance for recommendation to City Council for consideration and recommended approval.

Background / Rule

The proposed amendments to the Charlottesville Human Rights Ordinance include the following general revisions:

- Revised Commission membership requirements
- Updated terms and wording in certain sections
- Revised protocols regarding Complainant and Respondent non-response
- Updated protocols for a Complainant's request for appeal
- Revised delegation of decision-making and contractual services for housing cases
- Added Commissioner conflict of interest clause for participation in public hearings

Analysis

Specific changes to the Ordinance are described with further details in the attached presentation. The presentation can be used as a guide to viewing the full amendments presented in the attached draft ordinance. In general, the proposed amendments serve to update and clarify protocols and supplement existing information with additional detail. Office of Human Rights staff will be present during the meeting to walk through the proposed amendments and answer any questions.

Financial Impact

The proposed Ordinance amendments do not have any immediate financial impacts. References to contracted services for mediation and investigation are already under contract and funds are budgeted for these services for fiscal year 2027. Contracted investigation services are only used on an as-needed basis and are dependent on Office caseloads and workflow. The intent is to ensure that case processing can continue even if there is a staff vacancy, a conflict of interest, or caseloads are so high that investigations cannot proceed.

Recommendation

The Office of Human Rights recommends adoption of the proposed Ordinance amendments.

Recommended Motion (if Applicable)

Motion to approve the proposed amendments to the Charlottesville Human Rights Ordinance, as adopted for recommendation to City Council by the Human Rights Commission on April 16, 2026, including any revisions proposed by City Council.

Attachments

1. 2026 DRAFT Charlottesville Human Rights Ordinance (PDF)
2. 2026 Ordinance Amendment Presentation (PDF)