



**U.S. Commission on Civil Rights  
Planned Public Briefings for Fiscal Years 2019 & 2020  
As approved September 14, 2018**

**Fiscal Year 2019**

**Efficacy of Federal Civil Rights Enforcement**

The Commission's comprehensive assessment of federal agency offices tasked with civil rights enforcement will examine the degree to which current budgets and staffing allow the offices to perform their statutory and regulatory functions; the management practices in place in the offices to determine whether these practices are sufficient to meet the volume of civil rights issues within the offices' jurisdiction; and the efficacy of recent resolution efforts from the offices. The Commission unanimously selected this project. **The public briefing for this investigation will occur on Friday November 2, 2018, in Washington, DC.**

**Women in Prison**

The Commission will review conditions of confinement of incarcerated women in prison systems around the country. The Commission will address the ways prison systems, primarily designed for male inmates, are able to protect and care for female prisoners. Among other issues, women are particularly vulnerable to sexual assault, have gender-specific health needs prisons do not always address, often face family disruption, and can face disparities in educational and vocational programming. The Commission seeks to determine how the civil rights of incarcerated women can be upheld and protected.

**Sexual Harassment in Federal Workplaces**

The #MeToo movement and public discussion and revelations about sexual harassment in workplaces that it has spurred make this a compelling time to reassess federal efforts to prevent and redress this harm. This report will review complaints brought by federal employees and federal contractors, in order to examine sexual harassment that occurs in federal agencies. The Commission will examine the Equal Employment Opportunity Commission's (EEOC) employment nondiscrimination enforcement work as well as a deeper analysis into a small sample of federal agencies that experience the highest percentage and the lowest percentage of reported sexual harassment claims, examining each agency's policies and practices for processing internal sexual harassment claims.

## **Fiscal Year 2020**

### **Subminimum Wages for People with Disabilities**

The Commission will undertake an examination of the oversight by the Departments of Labor and Justice of a waiver program that allows employers to pay people with disabilities less than the federal minimum wage. Some reports have indicated these employees earn extremely low wages and do not gain marketable skills. The Commission will explore programs paying less than minimum wage to people with disabilities, employees' work experiences, their ability to register complaints, and existing possibilities for them to secure competitive employment, as well as any abuses that have occurred because of ineffective monitoring. In addition, the Commission will examine how the Department of Justice is working in this area to enforce the requirements of the Americans with Disabilities Act (ADA), which requires that people with disabilities be served in integrated settings. The Commission unanimously selected this project.

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*The U.S. Commission on Civil Rights is the only independent, bipartisan agency charged with advising the President and Congress on civil rights and reporting annually on federal civil rights enforcement. Our 51 state Advisory Committees offer a broad perspective on civil rights concerns at state and local levels. For information about the Commission, please visit [www.usccr.gov](http://www.usccr.gov) and follow us on [Twitter](#) and [Facebook](#).*