



Fiscal Year 2026 Mid-Year Summary

Data summary for July 1, 2025 thru December 31, 2025

Advancing full civil and human rights in Vermont

HRC Now Has Four Staff Attorney Investigators!

HRC was delighted to fill a newly created Investigator position in August of 2025. This brings us to a total of 4 investigators working across the state to conduct comprehensive discrimination complaint investigations.

So far, HRC's investigators have completed a total of **22 discrimination investigations** in the first half of FY26. This is on track with FY25.

HRC Settlements Are On The Rise

12 HRC Complaints resolved through settlement in the first half of FY26:

- 3 cases resolved without a discrimination determination.
- 3 cases settled after a discrimination determination.
- 6 cases settled after HRC filed an enforcement action in Court.

Commissioners made **18 final determinations** in cases where settlement attempts failed:

- 9 cases in which HRC found reasonable grounds that discrimination occurred
- 9 cases in which HRC found no reasonable grounds that discrimination occurred

Total monetary compensation for HRC Complainants in the first half of FY26: **\$333,500**



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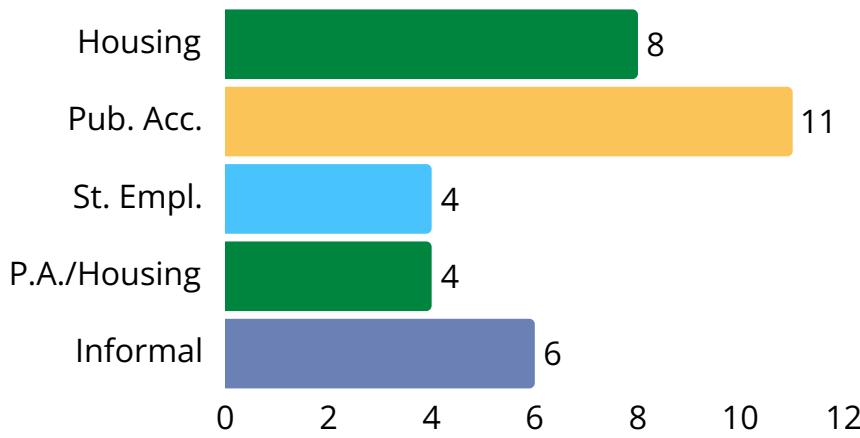
Intake Updates

HRC welcomed a new Intake Coordinator in August of 2025. This new position enables us to better serve Vermonters - those with general questions and those who are seeking to file complaints of discrimination.

- HRC has logged 456 new inquiries by phone and email so far in FY26.
- HRC created 120 new intake files.
- HRC held 77 intake meetings
- HRC declined 41 new complaints for investigation in the first half of FY26.

HRC initiated 33 new complaint investigations

Based on the volume of new complaints only half-way through the fiscal year, we expect we will exceed FY25's total of 62.



Outreach and Education

In July of 2025, HRC hired a new Director of Community Engagement to focus on outreach and education.

We organized a hugely impactful 2025 Civil Rights Summit in November. We also held 16 training events and participated in 8 other community outreach events around the state.

Enforcement

HRC filed 3 new lawsuits so far in FY26. We have a total of 14 cases in active litigation in which we are seeking to enforce anti-discrimination protections in housing, public accommodations, and State employment.