

**NEIGHBORHOOD AND
COMMUNITY AFFAIRS DEPARTMENT
OFFICE OF HUMAN RIGHTS
AUDIT 26-12
JUNE 24, 2026**



City of Tampa

Jane Castor, Mayor

Internal Audit Department

Vivian Walker, Director
315 E. Kennedy Boulevard
Tampa, Florida 33602

Office (813) 274-8439

June 24, 2026

Honorable Jane Castor
Mayor, City of Tampa
1 City Hall Plaza
Tampa, Florida

RE: Neighborhood and Community Affairs - Office of Human Rights, Audit 26-12

Dear Mayor Castor:

Attached is the Internal Audit Department's report on Neighborhood and Community Affairs - Office of Human Rights. We thank the management and staff of the Office of Human Rights for their cooperation and assistance during this audit.

Sincerely,

/s/ Vivian Walker

Vivian Walker
Internal Audit Director

cc: John Bennett, Chief of Staff
Ocea Wynn, Administrator of Neighborhood and Community Affairs
Dennis Rogero, Chief Financial Officer
Janelle McGregor, Director of Community Engagement
Naomi Candelaria, Human Rights Supervisor
Scott Davis, Assistant City Attorney

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/s/ Derek Mulwanda

Senior Auditor

/s/ Vivian Walker

Audit Director

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BACKGROUND

The Office of Human Rights, also known as the Tampa Office of Human Rights (TOHR), within the City of Tampa's Neighborhood and Community Affairs Department, administers and enforces anti-discrimination laws related to employment, housing, and public accommodations. TOHR receives, mediates, investigates, and resolves discrimination complaints involving protected classes under local, state, and federal laws. Employment discrimination complaints commonly involve allegations related to hiring, termination, harassment, retaliation, wages, promotions, and reasonable accommodations.

TOHR also works in coordination with the United States (U.S.) Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD) through contractual agreements and related enforcement responsibilities. These partnerships allow TOHR to process qualifying complaints under federal anti-discrimination laws and receive reimbursement for certain investigative activities.

In addition, TOHR conducts outreach and public education activities to raise awareness of anti-discrimination laws, equal opportunity requirements, and available complaint resolution services.

STATEMENT OF OBJECTIVE

This audit was conducted in accordance with the Internal Audit Department's FY 2026 Audit Agenda. The objective of this audit was to ensure that the system of internal controls in the TOHR is adequate.

STATEMENT OF SCOPE

The audit period covered TOHR activities that occurred from October 2025 to March 2026. Assessments were performed to determine whether TOHR personnel were fulfilling their stated duties and responsibilities effectively and efficiently. Original records, as well as copies, were used as evidence and verified through observation and physical examination.

STATEMENT OF METHODOLOGY

The following steps were taken to evaluate TOHR activities as they related to the stated objective:

- Interviewed personnel within TOHR.
- Reviewed TOHR policies and procedures.
- Evaluated TOHR internal controls.
- Evaluated TOHR segregation of duties.
- Reviewed Tampa.gov, the Intranet, and researched other materials to determine if there are any relevant performance metrics related to TOHR. There are currently no relevant performance measures for TOHR.

STATEMENT OF AUDITING STANDARDS

We conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

AUDIT CONCLUSION

Based upon the work performed, we conclude that the system of internal controls in the TOHR is adequate.