

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

- ▶ Do not enter Social Security numbers on this form as it may be made public.
- ▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2020

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 07/01, 2020, and ending 06/30, 20 21

B Check if applicable:

<input type="checkbox"/>	Address change
<input type="checkbox"/>	Name change
<input type="checkbox"/>	Initial return
<input type="checkbox"/>	Terminated
<input type="checkbox"/>	Amended return
<input type="checkbox"/>	Application pending

C Name of organization: **PHYSICIANS FOR HUMAN RIGHTS, INC.**
 Doing Business As: _____
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite: 256 WEST 38TH STREET, FL 9
 City or town, state or province, country, and ZIP or foreign postal code: NEW YORK, NY 10018

D Employer identification number: 22-2488437

E Telephone number: (646) 564-3720

F Name and address of principal officer: JENNIFER SIME
 256 WEST 38TH STREET, FL 9, NEW YORK, NY 10018

G Gross receipts \$ 14,545,069.

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list. (see instructions)

I Tax-exempt status: 501(c)(3) 501(c) () ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ PHYSICIANSFORHUMANRIGHTS.ORG

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1986 **M** State of legal domicile: MA

H(c) Group exemption number ▶

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <u>PHYSICIANS FOR HUMAN RIGHTS WORKS AT THE INTERSECTION OF MEDICINE, SCIENCE, AND LAW TO SECURE JUSTICE AND UNIVERSAL HUMAN RIGHTS FOR ALL.</u>
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.
	3 Number of voting members of the governing body (Part VI, line 1a) 3 19.
	4 Number of independent voting members of the governing body (Part VI, line 1b) 4 19.
	5 Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5 47.
	6 Total number of volunteers (estimate if necessary) 6 430.
	7a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
b Net unrelated business taxable income from Form 990-T, line 34 7b 0.	
Revenue	8 Contributions and grants (Part VIII, line 1h) 8 10,824,767. 9 6,838,810.
	9 Program service revenue (Part VIII, line 2g) 9 0. 10 0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 342,170. 11 359,897.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11 -31,431. 12 -170,960.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 11,135,506. 13 7,027,747.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 13 0. 14 0.
Expenses	14 Benefits paid to or for members (Part IX, column (A), line 4) 14 0. 15 0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 15 3,837,032. 16a 4,106,838.
	16a Professional fundraising fees (Part IX, column (A), line 11e) 16a 177,478. 16b 306,266.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,193,152.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 17 2,922,876. 18 3,774,293.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 18 6,937,386. 19 8,187,397.
19 Revenue less expenses. Subtract line 18 from line 12 19 4,198,120. 20 -1,159,650.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16) 20 17,323,311. 21 16,831,334.
	21 Total liabilities (Part X, line 26) 21 1,344,130. 22 1,610,423.
	22 Net assets or fund balances. Subtract line 21 from line 20. 22 15,979,181. 23 15,220,911.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer _____ Date _____

Type or print name and title _____

Paid Preparer Use Only

Print/Type preparer's name: KRISTIN RUFFINI
 Preparer's signature: *Kristin Ruffini*
 Date: 5/16/2022
 Check if self-employed
 PTIN: P00741491

Firm's name ▶ BDO USA, LLP
 Firm's EIN ▶ 13-5381590
 Firm's address ▶ 100 PARK AVENUE NEW YORK, NY 10017-5001
 Phone no. 212-885-8000

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2020)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission:

ATTACHMENT 1

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

[] Yes [X] No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

[] Yes [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 2,181,652. including grants of \$ 0.) (Revenue \$ 0.)

SEE SCHEDULE O

4b (Code:) (Expenses \$ 1,847,818. including grants of \$ 0.) (Revenue \$ 0.)

SEE SCHEDULE O

4c (Code:) (Expenses \$ 433,690. including grants of \$ 0.) (Revenue \$ 0.)

SEE SCHEDULE O

4d Other program services (Describe on Schedule O.)

(Expenses \$ 1,897,458. including grants of \$ 0.) (Revenue \$ 0.)

4e Total program service expenses 6,360,618.

Part IV Checklist of Required Schedules

Table with 3 columns: Question Number, Question Text, Yes, No. Rows 1-21 with 'X' marks in the Yes/No columns.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 covering various organizational requirements and schedules.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V []

Table with 3 columns: Question, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 16 regarding employee reporting, tax returns, business income, foreign accounts, prohibited transactions, and charitable trusts.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (19), 1b (19), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed ATTACHMENT 3
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII X

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) DONNA MCKAY EXECUTIVE DIRECTOR	40.00 0.			X			275,767.	0.	29,376.	
(2) SUSANNAH SIRKIN DIR. INT'L POLICY & PRTRNSHIP	40.00 0.					X	160,912.	0.	29,962.	
(3) KAREN NAIMER DIR OF PROGRAM-SEXUAL VIOLENCE	40.00 0.				X		159,979.	0.	16,986.	
(4) VARDUHI KYUREGHYAN CONTROLLER	40.00 0.					X	107,271.	0.	10,308.	
(5) ALAN JONES CHAIR OF BOARD	1.00 0.	X	X				0.	0.	0.	
(6) KATHLEEN FOLEY VICE CHAIR	1.00 0.	X	X				0.	0.	0.	
(7) DEBORAH ASCHEIM VICE CHAIR	1.00 0.	X	X				0.	0.	0.	
(8) DAVID DANTZKER TREASURER	1.00 0.	X	X				0.	0.	0.	
(9) GERSON SMOGER SECRETARY	1.00 0.	X	X				0.	0.	0.	
(10) ADRIAN ARENA DIRECTOR	1.00 0.	X					0.	0.	0.	
(11) KRISTIN AUERBACH DIRECTOR	1.00 0.	X					0.	0.	0.	
(12) MARION BERGMAN DIRECTOR	1.00 0.	X					0.	0.	0.	
(13) RICHARD GOLDSTONE DIRECTOR	1.00 0.	X					0.	0.	0.	
(14) RAYMOND HAPPY DIRECTOR	1.00 0.	X					0.	0.	0.	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) RICHARD HORTON ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(16) STEPHEN RAPP ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(17) ADAM RICHARDS ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(18) ANTHONY ROMERO ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(19) GAIL SALTZ ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(20) DONNA SHELLEY ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(21) DANA STONE ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(22) KERRY SULKOWICZ ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
(23) LOIS WHITMAN ----- DIRECTOR	1.00 ----- 0.	X						0.	0.	0.
1b Sub-total							703,929.	0.	86,632.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							703,929.	0.	86,632.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **▶ 4**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
ATTACHMENT 4		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **▶ 3**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

				(A)	(B)	(C)	(D)		
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512-514		
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a						
	b	Membership dues	1b						
	c	Fundraising events	1c	933,598.					
	d	Related organizations	1d						
	e	Government grants (contributions) . .	1e	891,924.					
	f	All other contributions, gifts, grants, and similar amounts not included above .	1f	5,013,288.					
	g	Noncash contributions included in lines 1a-1f.	1g	\$ 62,796.					
	h	Total. Add lines 1a-1f			6,838,810.				
	Program Service Revenue	2a	Business Code						
b									
c									
d									
e									
f		All other program service revenue							
g		Total. Add lines 2a-2f			0.				
Other Revenue		3	Investment income (including dividends, interest, and other similar amounts).			132,860.		132,860.	
	4	Income from investment of tax-exempt bond proceeds .			0.				
	5	Royalties			0.				
	6a	Gross rents	6a	(i) Real	(ii) Personal				
				b	Less: rental expenses	6b			
				c	Rental income or (loss)	6c			
	d	Net rental income or (loss)			0.				
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other				
				b	Less: cost or other basis and sales expenses . .	7b	7,573,399.	7,346,362.	
				c	Gain or (loss)	7c	227,037.		
	d	Net gain or (loss)			227,037.		227,037.		
	8a	Gross income from fundraising events (not including \$ 933,598. of contributions reported on line 1c). See Part IV, line 18	8a		0.				
	b	Less: direct expenses	8b		170,960.				
	c	Net income or (loss) from fundraising events.			-170,960.				
	9a	Gross income from gaming activities. See Part IV, line 19	9a		0.				
b	Less: direct expenses	9b		0.					
c	Net income or (loss) from gaming activities.			0.					
10a	Gross sales of inventory, less returns and allowances	10a		0.					
b	Less: cost of goods sold	10b		0.					
c	Net income or (loss) from sales of inventory.			0.					
Miscellaneous Revenue	11a	Business Code							
	b								
	c								
	d	All other revenue							
	e	Total. Add lines 11a-11d			0.				
	12	Total revenue. See instructions			7,027,747.		359,897.		

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	0.			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0.			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	0.			
4 Benefits paid to or for members	0.			
5 Compensation of current officers, directors, trustees, and key employees	523,010.	441,341.	11,972.	69,697.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.			
7 Other salaries and wages	2,917,915.	2,460,925.	65,913.	391,077.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	96,948.	81,563.	2,059.	13,326.
9 Other employee benefits	319,496.	270,874.	8,137.	40,485.
10 Payroll taxes	249,469.	211,504.	6,354.	31,611.
11 Fees for services (nonemployees):				
a Management	0.			
b Legal	9,318.	7,148.	2,170.	
c Accounting	58,047.	47,318.	3,611.	7,118.
d Lobbying	0.			
e Professional fundraising services. See Part IV, line 17	306,266.			306,266.
f Investment management fees	0.			
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) ATCH 5	1,743,331.	1,451,007.	274,069.	18,255.
12 Advertising and promotion	355,338.	201,056.	70,016.	84,266.
13 Office expenses	204,594.	145,167.	32,222.	27,205.
14 Information technology	202,360.	158,703.	29,300.	14,357.
15 Royalties	0.			
16 Occupancy	454,293.	363,317.	19,647.	71,329.
17 Travel	146,174.	141,800.	4,252.	122.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings	58,000.	41,150.	16,850.	
20 Interest	0.			
21 Payments to affiliates	0.			
22 Depreciation, depletion, and amortization	40,808.		40,808.	
23 Insurance	48,306.	35,795.	4,211.	8,300.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a TELEMARKETING AND MAIL	347,626.	253,343.		94,283.
b PROGRAM SUPPLIES	39,091.	33,075.		6,016.
c FILING FEES	13,424.	3,140.	9,804.	480.
d MISCELLANEOUS	53,583.	12,392.	32,232.	8,959.
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	8,187,397.	6,360,618.	633,627.	1,193,152.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)	0.			

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	6,359,491.	1	5,410,142.
	2 Savings and temporary cash investments	0.	2	0.
	3 Pledges and grants receivable, net	2,680,116.	3	2,303,912.
	4 Accounts receivable, net.	0.	4	0.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0.	5	0.
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0.	6	0.
	7 Notes and loans receivable, net	0.	7	0.
	8 Inventories for sale or use	0.	8	0.
	9 Prepaid expenses and deferred charges	408,069.	9	551,176.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 403,011.		
	b Less: accumulated depreciation	10b 304,811.	139,008.	10c 98,200.
	11 Investments - publicly traded securities.	7,439,847.	11	8,310,253.
	12 Investments - other securities. See Part IV, line 11	0.	12	0.
	13 Investments - program-related. See Part IV, line 11.	0.	13	0.
	14 Intangible assets	0.	14	0.
	15 Other assets. See Part IV, line 11	296,780.	15	157,651.
16 Total assets. Add lines 1 through 15 (must equal line 33)	17,323,311.	16	16,831,334.	
Liabilities	17 Accounts payable and accrued expenses	414,826.	17	604,905.
	18 Grants payable	0.	18	0.
	19 Deferred revenue.	0.	19	0.
	20 Tax-exempt bond liabilities.	0.	20	0.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D.	0.	21	0.
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0.	22	0.
	23 Secured mortgages and notes payable to unrelated third parties	0.	23	0.
	24 Unsecured notes and loans payable to unrelated third parties.	695,645.	24	724,627.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	233,659.	25	280,891.
	26 Total liabilities. Add lines 17 through 25.	1,344,130.	26	1,610,423.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	4,892,184.	27	7,137,827.
	28 Net assets with donor restrictions.	11,086,997.	28	8,083,084.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund.		30	
	31 Retained earnings, endowment, accumulated income, or other funds.		31	
	32 Total net assets or fund balances	15,979,181.	32	15,220,911.
33 Total liabilities and net assets/fund balances.	17,323,311.	33	16,831,334.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	7,027,747.
2	Total expenses (must equal Part IX, column (A), line 25)	2	8,187,397.
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,159,650.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	15,979,181.
5	Net unrealized gains (losses) on investments	5	401,380.
6	Donated services and use of facilities	6	0.
7	Investment expenses	7	0.
8	Prior period adjustments	8	0.
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	15,220,911.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII.

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
2b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
2c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	X	
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	X	

Form **990** (2020)

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

PHYSICIANS FOR HUMAN RIGHTS, INC.

Employer identification number

22-2488437

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3 % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3 % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**.
Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2020

JSA
0E1210 0.030

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2016, (b) 2017, (c) 2018, (d) 2019, (e) 2020, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total; 5 The portion of total contributions by each person; 6 Public support.

Section B. Total Support

Table with 7 columns: Calendar year (or fiscal year beginning in), (a) 2016, (b) 2017, (c) 2018, (d) 2019, (e) 2020, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income; 11 Total support; 12 Gross receipts from related activities; 13 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2020 (59.73%); 15 Public support percentage from 2019 Schedule A, Part II, line 14 (58.89%); 16a 33 1/3% support test - 2020 (checked); 16b 33 1/3% support test - 2019; 17a 10%-facts-and-circumstances test - 2020; 17b 10%-facts-and-circumstances test - 2019; 18 Private foundation.

Part III Support Schedule for Organizations Described in Section 509(a)(2)
 (Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.
 If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5.						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b.						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6.						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)),	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization .

b 33 1/3% support tests - 2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described in line 11a above?		
c A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described in line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):	1e		
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		

Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	1		
2 Enter 0.85 of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)		(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1	Distributable amount for 2020 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3	Excess distributions carryover, if any, to 2020			
a	From 2015			
b	From 2016			
c	From 2017			
d	From 2018			
e	From 2019			
f	Total of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2020 distributable amount			
i	Carryover from 2015 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2020 from Section D, line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2020 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6	Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7	Excess distributions carryover to 2021. Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2016			
b	Excess from 2017			
c	Excess from 2018			
d	Excess from 2019			
e	Excess from 2020			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

ATTACHMENT 1

SCHEDULE A, PART II - OTHER INCOME

DESCRIPTION	2016	2017	2018	2019	2020	TOTAL
MISCELLANEOUS REVENUE	39,464.	26,995.	9,284.	12,698.		88,441.
TOTALS	<u>39,464.</u>	<u>26,995.</u>	<u>9,284.</u>	<u>12,698.</u>		<u>88,441.</u>

Schedule of Contributors

2020

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
 ▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization PHYSICIANS FOR HUMAN RIGHTS, INC.	Employer identification number 22-2488437
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Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ 501(c)(3) (enter number) organization
- 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
- 527 political organization
- Form 990-PF 501(c)(3) exempt private foundation
- 4947(a)(1) nonexempt charitable trust treated as a private foundation
- 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization **PHYSICIANS FOR HUMAN RIGHTS, INC.**

Employer identification number
22-2488437

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	N/A	\$ 695,645.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	N/A	\$ 499,973.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	N/A	\$ 450,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	N/A	\$ 410,209.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	N/A	\$ 400,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	N/A	\$ 250,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization **PHYSICIANS FOR HUMAN RIGHTS, INC.**

Employer identification number
22-2488437

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	N/A	\$ 225,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	N/A	\$ 200,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	N/A	\$ 185,898.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10	N/A	\$ 175,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization **PHYSICIANS FOR HUMAN RIGHTS, INC.**

Employer identification number

22-2488437

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____

Name of organization **PHYSICIANS FOR HUMAN RIGHTS, INC.**

Employer identification number

22-2488437

Part III **Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor.** Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this information once. See instructions.) ► \$ _____
 Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____	_____ _____	_____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____	_____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____	_____ _____	_____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____	_____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____	_____ _____	_____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____	_____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
_____	_____ _____	_____ _____	_____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____	_____ _____

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2020

Open to Public Inspection

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization PHYSICIANS FOR HUMAN RIGHTS, INC.	Employer identification number 22-2488437
---	--

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. (See instructions for definition of "political campaign activities")
- 2 Political campaign activity expenditures (See instructions) ▶ \$ _____
- 3 Volunteer hours for political campaign activities (See instructions).

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955. ▶ \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities. ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2020

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures		6,994,245.													
e Total exempt purpose expenditures (add lines 1c and 1d)		6,994,245.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		499,712.													
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)		124,928.													
h Subtract line 1g from line 1a. If zero or less, enter -0-		0.	0.												
i Subtract line 1f from line 1c. If zero or less, enter -0-		0.	0.												
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount	476,490.	442,304.	496,869.	499,712.	1,915,375.
b Lobbying ceiling amount (150% of line 2a, column (e))					2,873,063.
c Total lobbying expenditures	2,036.	2,750.	3,351.		8,137.
d Grassroots nontaxable amount	119,123.	110,576.	124,217.	124,928.	478,844.
e Grassroots ceiling amount (150% of line 2d, column (e))					718,266.
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

Table with 3 main columns: Description, (a) Yes/No, and (b) Amount. Rows include questions about lobbying activities like volunteers, staff, media, mailings, etc.

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

Table with 3 rows and 3 columns: Question, Yes, No. Questions about dues, lobbying expenditures, and carryover.

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

Table with 5 rows and 3 columns: Question, Yes, No. Questions about dues, political expenses, and carryover.

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

Blank lines for providing supplemental information as requested in the instructions.

Part IV Supplemental Information *(continued)*

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

PHYSICIANS FOR HUMAN RIGHTS, INC.

Employer identification number

22-2488437

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?, 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Description, Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year., 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?, 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?, 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Description, Amount. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items., 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1., (ii) Assets included in Form 990, Part X., 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1., b Assets included in Form 990, Part X.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2020

JSA OE1268 1.000

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
a Public exhibition
b Scholarly research
c Preservation for future generations
d Loan or exchange program
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?
b If "Yes," explain the arrangement in Part XIII and complete the following table:
Table with columns: Description, Amount
1c Beginning balance
1d Additions during the year
1e Distributions during the year
1f Ending balance
2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?
b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment %
b Permanent endowment %
c Term endowment %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations
(ii) Related organizations

Table with 2 columns: Yes, No. Rows: 3a(i), 3a(ii), 3b

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Table with 5 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		

Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) . ▶

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		

Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) . ▶

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	

Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED RENT	88,377.
(3) DEFERRED COMPENSATION PAYABLE	192,514.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ 280,891.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII .

Part XIII Supplemental Information (continued)

FORM 990, SCHEDULE D, PART X, LINE 2

UNDER ACCOUNTING STANDARDS CODIFICATION (ASC) 740, ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES, AN ORGANIZATION MUST RECOGNIZE THE TAX BENEFIT ASSOCIATED WITH TAX POSITIONS TAKEN FOR TAX RETURN PURPOSES WHEN IT IS MORE LIKELY THAN NOT THAT THE POSITION WILL BE SUSTAINED UPON EXAMINATION BY A TAXING AUTHORITY. THE IMPLEMENTATION OF ASC 740 HAD NO IMPACT ON THE ENTITY'S FINANCIAL STATEMENTS. THE ENTITY DOES NOT BELIEVE IT HAS TAKEN ANY MATERIAL UNCERTAIN TAX POSITIONS AND, ACCORDINGLY, IT HAS NOT RECORDED ANY LIABILITY FOR UNRECOGNIZED TAX BENEFITS. THE ENTITY HAS FILED FOR AND RECEIVED INCOME TAX EXEMPTIONS IN THE JURISDICTIONS WHERE IT IS REQUIRED TO DO SO. ADDITIONALLY, THE ENTITY HAS FILED IRS FORM 990 INFORMATION RETURNS, AS REQUIRED, AND ALL OTHER APPLICABLE RETURNS IN JURISDICTIONS WHERE SO REQUIRED. FOR THE YEAR ENDED JUNE 30, 2021, THERE WERE NO INTEREST OR PENALTIES RECORDED OR INCLUDED IN THE STATEMENT OF ACTIVITIES. THE ENTITY IS SUBJECT TO ROUTINE AUDITS BY A TAXING AUTHORITY. AS OF JUNE 30, 2021, THE ENTITY WAS NOT SUBJECT TO ANY EXAMINATION BY A TAXING AUTHORITY.

PART XI, LINE 2D AND PART XII, LINE 2D:

RECLASS OF SPECIAL EVENT EXPENSES FROM PART IX TO PART VIII

-----\$170,960

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

OMB No. 1545-0047

2020

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Name of the organization

PHYSICIANS FOR HUMAN RIGHTS, INC.

Employer identification number

22-2488437

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 **Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) SUB-SAHARAN AFRICA	2.	5.	PROGRAM SERVICES	TO RAISE AWARENESS	877,931.
(2) MIDDLE EAST AND NORTH AFRICA	0.	0.	PROGRAM SERVICES	FORENSIC TRAINING	599,821.
(3) RUSSIA/INDEPENDENT STATES	0.	0.	PROGRAM SERVICES	FORENSIC TRAINING	417,231.
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Subtotal	2.	5.			1,894,983.
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	2.	5.			1,894,983.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2020

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . ▶ _____

3 Enter total number of other organizations or entities ▶ _____

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* Yes No

Part V **Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

PART I, LINE 3, COLUMN (F):

ACCRUAL BASIS, SIMILAR TO THE METHOD USED TO ACCOUNT FOR THEM IN THE
ORGANIZATION'S FINANCIAL STATEMENTS.

SCHEDULE G
(Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

2020

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

PHYSICIANS FOR HUMAN RIGHTS, INC.

Employer identification number

22-2488437

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17.
Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a Mail solicitations
- b Internet and email solicitations
- c Phone solicitations
- d In-person solicitations
- e Solicitation of non-government grants
- f Solicitation of government grants
- g Special fundraising events

- 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? **Yes** **No**
- b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 ATTACHMENT 1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total					306,266.	-306,266.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

AL, AK, AR, CA, CO, CT, FL, GA, HI, IL,
KS, KY, ME, MD, MA, MI, MN, MS, MO, NV, NH, NJ, NM, NY, NC, ND, OH,
OK, OR, PA, RI, SC, TN, UT, VA, WA, WV, WI,

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		VIRTUAL GALA (event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts	933,598.			933,598.
	2 Less: Contributions	933,598.			933,598.
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	170,960.			170,960.
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				170,960.
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-170,960.

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities: _____
a Is the organization licensed to conduct gaming activities in each of these states? Yes No
b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No
b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ _____

Address ▶ _____

- 15 a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.
- c If "Yes," enter name and address of the third party:

Name ▶ _____

Address ▶ _____

16 Gaming manager information:

Name ▶ _____

Gaming manager compensation ▶ \$ _____

Description of services provided ▶ _____

Director/officer Employee Independent contractor

- 17 Mandatory distributions:
 - a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
 - b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV Supplemental Information. Provide the explanation required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information (see instructions).

990, SCHEDULE G, PART I - HIGHEST PAID FUNDRAISER

NAME AND ADDRESS OF FUNDRAISER	ACTIVITY	DID FUNDRAISER HAVE CUSTODY OR CONTROL OF CONTRIBUTIONS?		GROSS RECEIPTS FROM ACTIVITY	AMOUNT PAID TO (OR RETAINED BY) FUNDRAISER	AMOUNT PAID TO (OR RETAINED BY) ORGANIZATION
		YES	NO			
FRESH EYES DIGITAL 2821 N SPAULDING AVENUE CHICAGO IL 60618	CONSTITUEN- CY BUILDING		X		242,940.	-242,940.
ACTION GRAPHICS 600 RYERSON ROAD, SUITE G LINCOLN PARK NJ 07035	DIRECT MAIL		X		33,326.	-33,326.
CARE2, INC. 3141 STEVENS CREEK BLVD #40394 SAN JOSE CA 95117	LIST GROWTH		X		30,000.	-30,000.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Name of the organization

PHYSICIANS FOR HUMAN RIGHTS, INC.

Employer identification number

22-2488437

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | | | |
|--------------------------|---|--------------------------|---|
| <input type="checkbox"/> | First-class or charter travel | <input type="checkbox"/> | Housing allowance or residence for personal use |
| <input type="checkbox"/> | Travel for companions | <input type="checkbox"/> | Payments for business use of personal residence |
| <input type="checkbox"/> | Tax indemnification and gross-up payments | <input type="checkbox"/> | Health or social club dues or initiation fees |
| <input type="checkbox"/> | Discretionary spending account | <input type="checkbox"/> | Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | | | |
|-------------------------------------|-------------------------------------|-------------------------------------|---|
| <input checked="" type="checkbox"/> | Compensation committee | <input type="checkbox"/> | Written employment contract |
| <input type="checkbox"/> | Independent compensation consultant | <input type="checkbox"/> | Compensation survey or study |
| <input checked="" type="checkbox"/> | Form 990 of other organizations | <input checked="" type="checkbox"/> | Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
 - b** Participate in or receive payment from a supplemental nonqualified retirement plan?
 - c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
 - b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
 - b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III.

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2020

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 DONNA MCKAY EXECUTIVE DIRECTOR	(i)	275,767.	0.	0.	26,000.	3,376.	305,143.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
2 SUSANNAH SIRKIN DIR. INT'L POLICY & PRTRNSHIP	(i)	160,912.	0.	0.	27,042.	2,920.	190,874.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
3 KAREN NAIMER DIR OF PROGRAM-SEXUAL VIOLENCE	(i)	159,979.	0.	0.	13,715.	3,271.	176,965.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
4	(i)							
	(ii)							
5	(i)							
	(ii)							
6	(i)							
	(ii)							
7	(i)							
	(ii)							
8	(i)							
	(ii)							
9	(i)							
	(ii)							
10	(i)							
	(ii)							
11	(i)							
	(ii)							
12	(i)							
	(ii)							
13	(i)							
	(ii)							
14	(i)							
	(ii)							
15	(i)							
	(ii)							
16	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

PHYSICIANS FOR HUMAN RIGHTS, INC.

Employer identification number

22-2488437

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles.				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	4.	62,796.	MARKET QUOTATION
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2020

JSA

OE 1298 1.000

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

PART I, COLUMN (B):

THE FILING ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTIONS
RECEIVED.

**SCHEDULE O
(Form 990 or 990-EZ)**

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

2020

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization

Employer identification number

PHYSICIANS FOR HUMAN RIGHTS, INC.

22-2488437

FORM 990, PART III, LINE 4A:

COMMUNICATIONS

EXPENSES = \$2,181,652

THE ENTITY'S COMMUNICATIONS TEAM ELEVATES THE FINDINGS OF OUR WORK TO
INFLUENCE PUBLIC DEBATE AND POLICY, RAISE AWARENESS ABOUT HUMAN RIGHTS
ABUSES AND ENGAGE MORE HEALTH WORKERS AND OTHER SUPPORTERS IN OUR WORK ON
BEHALF OF HUMAN RIGHTS.

FORM 990, PART III, LINE 4B:

SEXUAL VIOLENCE/RAPE AS A WEAPON OF WAR EXPENSES = \$1,847,818

RAPE IS A PART OF LIFE FOR ALL TOO MANY WOMEN, MEN, GIRLS, AND BOYS IN
KENYA, THE CENTRAL AFRICAN REPUBLIC, MYANMAR, AND THE DEMOCRATIC REPUBLIC
OF THE CONGO (DRC), WHERE POST-ELECTION VIOLENCE AND IMPUNITY, AND
DECADES OF CONFLICT, RESPECTIVELY, HAVE MADE SEXUAL VIOLENCE VIRTUALLY
ENDEMIC. HEALTH PROFESSIONALS IN THESE COUNTRIES ARE OFTEN THE FIRST TO
RESPOND TO RAPE SURVIVORS, BUT MANY HAVE LITTLE TRAINING IN THE FORENSIC
COLLECTION AND DOCUMENTATION OF EVIDENCE. AS A RESULT, MANY CASES OF
SEXUAL VIOLENCE ARE NOT PURSUED OR RESULT IN ACQUITTALS FOR LACK OF
EVIDENCE.

PHR'S PROGRAM ON SEXUAL VIOLENCE IN CONFLICT ZONES WAS CREATED TO CHANGE
THAT. WE UNDERSTAND THAT SURVIVORS HAVE THE BEST CHANCE AT JUSTICE WHEN
ALL SECTORS COLLABORATE TO PROSECUTE CASES OF RAPE AND OTHER SEXUAL
VIOLENCE, AND PHR'S SPECIAL CONTRIBUTION STEMS FROM OUR UNIQUE

Name of the organization PHYSICIANS FOR HUMAN RIGHTS, INC.	Employer identification number 22-2488437
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CROSS-SECTORAL APPROACH: WE TRAIN PROFESSIONALS FROM THE MEDICAL, LAW ENFORCEMENT, LEGAL, AND JUDICIAL SECTORS TO WORK TOGETHER TO COLLECT, DOCUMENT, PROTECT, AND INTERPRET EVIDENCE OF SEXUAL VIOLENCE. TO DATE, PHR'S EXPERTS AND OUR COLLEAGUES HAVE TRAINED MORE THAN 2,400 DOCTORS, NURSES, POLICE OFFICERS, LAWYERS, AND JUDGES TO USE FORENSIC SCIENCE TO HOLD PERPETRATORS OF SEXUAL VIOLENCE TO ACCOUNT AND TO BRING JUSTICE TO SURVIVORS.

PHR HAS INTRODUCED SEVERAL IMPORTANT INNOVATIONS WHICH ARE TRANSFORMING THE FIGHT AGAINST SEXUAL VIOLENCE: A STANDARDIZED MEDICAL FORM TO HELP DOCTORS AND NURSES THROUGHOUT THE DRC TO THOROUGHLY AND ACCURATELY DOCUMENT COURT-ADMISSIBLE EVIDENCE OF SEXUAL VIOLENCE; TOOLS TO SUPPORT VICTIM AND WITNESS PROTECTIONS, SPECIFICALLY FOR CHILD SURVIVORS; AND MEDICAPT, AN AWARD-WINNING MOBILE APPLICATION THAT EMPOWERS THE MEDICAL, LEGAL, AND LAW ENFORCEMENT PROFESSIONALS WE TRAIN TO SECURELY STORE AND SAFELY SHARE THAT FORENSIC EVIDENCE FOR USE IN JUSTICE SETTINGS. MEDICAPT ALLOWS DOCTORS AND NURSES EXAMINING SURVIVORS SEXUAL VIOLENCE TO DIRECTLY INPUT ONTO A MOBILE DEVICE STANDARD MEDICAL INFORMATION, TAKE PHOTOGRAPHS OF SURVIVORS' INJURIES, AND UPLOAD RECORDS TO SECURE SERVERS. THIS PROCESS OVERCOMES SOME OF THE ENTRENCHED PROBLEMS OF BRINGING SEXUAL VIOLENCE CASES TO TRIAL: CLINICIANS SUBMITTING INCOMPLETE OR UNINTELLIGIBLE REPORTS, EVIDENCE BEING LOST, STOLEN, OR TAMPERED WITH, CLINICIANS AND POLICE BEING TARGETED BY PERPETRATORS WHO WANT TO SUPPRESS EVIDENCE - EVEN THE ABSENCE OF PAPER AND PENCILS TO DOCUMENT EVIDENCE, OR OF VEHICLES AND ROADS TO DELIVER FILES TO POLICE STATIONS. ULTIMATELY, WE

Name of the organization PHYSICIANS FOR HUMAN RIGHTS, INC.	Employer identification number 22-2488437
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HOPE TO MAKE IT AN OPEN-ACCESS TOOL AVAILABLE TO CLINICIANS GLOBALLY FOR DOCUMENTATION PURPOSES.

FINALLY, PHR CONDUCTS HIGH-QUALITY RESEARCH TO UNDERSTAND CONFLICT-RELATED SEXUAL VIOLENCE AND PROVIDES RECOMMENDATIONS TO STAKEHOLDERS TO HELP SUPPORT SURVIVORS OF SEXUAL VIOLENCE ACCESS CARE AND JUSTICE. STAKEHOLDERS TO HELP SUPPORT SURVIVORS OF SEXUAL VIOLENCE ACCESS CARE AND JUSTICE. CARE AND JUSTICE. STAKEHOLDERS TO HELP SUPPORT SURVIVORS OF SEXUAL VIOLENCE ACCESS CARE AND JUSTICE.

FORM 990, PART III, LINE 4C:

BUILDING FORENSIC CAPACITY IN IRAQ EXPENSES = \$433,690

IN THE SUMMER OF 2014, A REIGN OF TERROR DESCENDED ON NORTHERN IRAQ AS ISIS FIGHTERS OVERRAN THE DISTRICT OF SINJAR AND SURROUNDING VILLAGES, MASSACRING MEN FROM THE YAZIDI ETHNIC MINORITY AND KIDNAPPING THOUSANDS OF WOMEN AND GIRLS INTO SEXUAL SLAVERY. GIRLS AS YOUNG AS EIGHT YEARS OLD WERE BOUGHT AND SOLD, SOME REPEATEDLY, AND SUBJECTED TO HARROWING TORTURE AND SEXUAL VIOLENCE. THOUGH MANY CAPTIVES HAVE ESCAPED OR BEEN FREED, SOME 2,800 YAZIDIS ARE STILL MISSING. THE UN SECRETARY-GENERAL HAS APPOINTED AN INVESTIGATIVE TEAM TO SUPPORT DOMESTIC EFFORTS TO HOLD ISIS ACCOUNTABLE FOR THE WAR CRIMES, CRIMES AGAINST HUMANITY, AND GENOCIDE COMMITTED IN IRAQ. IT IS EQUALLY IMPORTANT TO BUILD CONSENSUS ABOUT ADDRESSING ALL HUMAN RIGHTS VIOLATIONS, INCLUDING TORTURE, PARTICULARLY THE WIDESPREAD PRACTICE OF TORTURING DETAINEES IN PRISONS AND DETENTION SETTINGS IN ORDER TO EXTRACT CONFESSIONS.

Name of the organization PHYSICIANS FOR HUMAN RIGHTS, INC.	Employer identification number 22-2488437
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TO HELP SECURE JUSTICE FOR SURVIVORS AND WITNESSES OF THESE ATROCITIES, PHR IS SPEARHEADING AN EFFORT TO TRAIN LOCAL MEDICAL, LEGAL, AND JUSTICE PROFESSIONALS ON HOW TO PRODUCE MEDICAL-LEGAL DOCUMENTATION OF TORTURE AND SEXUAL VIOLENCE BASED ON INTERNATIONAL NORMS.

THE GOAL OF PHR'S PROJECT IS TO STRENGTHEN ACCOUNTABILITY FOR HUMAN RIGHTS CRIMES AS A CRUCIAL ELEMENT OF TRANSITIONAL JUSTICE IN IRAQ USING FORENSIC TECHNIQUES AND TO SUPPORT VICTIMS' QUEST FOR JUSTICE AND REPARATIONS. TO ACCOMPLISH THIS GOAL, PHR HAS WORKED TO BUILD THE FOUNDATION OF A MULTISECTORAL NETWORK OF PROFESSIONALS FROM AROUND THE COUNTRY WHO CAN WORK TOGETHER TO ADVANCE JUSTICE IN IRAQ. TO FURTHER PURSUE THESE OBJECTIVES PHR WILL: 1) PROMOTE ACCOUNTABILITY BY BRINGING TOGETHER AND BUILDING CAPACITY AMONG MEDICAL, LAW ENFORCEMENT, LEGAL, AND JUDICIAL PROFESSIONALS FROM THE KURDISTAN REGIONAL GOVERNMENT AND THE IRAQI CENTRAL GOVERNMENT AND CIVIL SOCIETY TO COLLECT, ANALYZE, AND PRESERVE MEDICAL-LEGAL EVIDENCE FOR USE IN INVESTIGATIONS AND PROSECUTIONS OF SEXUAL VIOLENCE CASES; AND 2) ENSURE THAT WITNESSES AND VICTIMS OF TORTURE, INCLUDING SEXUAL VIOLENCE, ARE ABLE TO ACCESS HIGH QUALITY MEDICAL-LEGAL EVALUATIONS AND THAT THOSE WHO CONDUCT THE EVALUATIONS AND SUBSEQUENTLY USE THE EVIDENCE ARE TRAINED TO WORK WITH VICTIMS IN A MANNER THAT IS RESPECTFUL, COMPETENT, AND MINIMIZES RE-TRAUMATIZATION.

THIS WORK IS PART OF AN OVERALL EFFORT TO SUPPORT THE COLLECTION OF

Name of the organization PHYSICIANS FOR HUMAN RIGHTS, INC.	Employer identification number 22-2488437
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EVIDENCE OF CRIMES AGAINST HUMANITY, WAR CRIMES, AND GENOCIDE.

FORM 990, PART III, LINE 4D:

ASYLUM: SAFEGUARDING IMMIGRANT RIGHTS AT THE U.S. MEXICO BORDER

EXPENSES = \$406,822

AFTER THE 2016 ELECTION, THE TRUMP ADMINISTRATION INTRODUCED A DISASTROUS SERIES OF POLICIES AT THE BORDER WHICH RESULTED IN THOUSANDS OF CHILDREN SEPARATED FROM THEIR PARENTS, AND INCREASED NUMBER OF CHILDREN AND ADULTS DYING IN U.S. FEDERAL CUSTODY, AND TENS OF THOUSANDS FORCED TO REMAIN IN DANGEROUS MEXICAN BORDER STATES. IN RESPONSE, DURING FY2020, PHYSICIANS FOR HUMAN RIGHTS LAUNCHED RESEARCH AND ADVOCACY INITIATIVES WHICH DOCUMENTED THE HEALTH AND HUMAN RIGHTS VIOLATIONS CAUSED BY THESE POLICIES AND CREATED PRESSURE FOR CHANGE. IN JULY 2019, PHR HELD A RALLY OF HEALTH PROFESSIONALS AND MEDICAL STUDENTS IN FRONT OF THE WHITE HOUSE IN WASHINGTON DC WHICH WAS COVERED BY THE WASHINGTON POST, AND MET WITH THE DEPARTMENT OF HOMELAND SECURITY TO PRESENT OUR CONCERNS. LATER THAT MONTH, PHR ASYLUM NETWORK MEMBER DR. AMY COHEN, A CHILD PSYCHIATRIST, TESTIFIED IN A HEARING BEFORE THE SENATE DEMOCRATIC POLICY AND COMMUNICATIONS COMMITTEE ABOUT THE HARMS OF U.S. BORDER AND DETENTION POLICIES ON CHILDREN. IN OCTOBER, PHR'S REPORT, "IF I WENT BACK, I WOULD NOT SURVIVE": ASYLUM SEEKERS FLEEING VIOLENCE IN MEXICO AND CENTRAL AMERICA, DOCUMENTED THE HARMS THAT ASYLUM SEEKERS WERE FLEEING AND ALSO THE HARMS THAT THEY ENCOUNTERED WHILE WAITING IN MEXICO FOR A CHANCE TO PRESENT THEIR ASYLUM CLAIMS IN THE UNITED STATES. PHR ASYLUM NETWORK MEMBER DR. TODD SCHNEBERK TESTIFIED BEFORE THE HOUSE COMMITTEE ON

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HOMELAND SECURITY HEARING ON THE HARMS CAUSED BY THE MIGRANT PROTECTION PROTOCOLS, ALSO KNOWN AS THE "REMAIN IN MEXICO" POLICY. PHR'S RESEARCH REPORT "YOU WILL NEVER SEE YOUR CHILD AGAIN": THE PERSISTENT PSYCHOLOGICAL EFFECTS OF FAMILY SEPARATION CONTAINED GROUND-BREAKING PSYCHIATRIC DOCUMENTATION OF THE PRACTICE OF FAMILY SEPARATION AS TORTURE AND ENFORCED DISAPPEARANCE, AND WAS COVERED BY MEDIA OUTLETS THE GUARDIAN, VICE, THE LOS ANGELES TIMES, THE INTERCEPT, TELEMUNDO, AND NEWSWEEK, AS WELL AS BEING MENTIONED REPEATEDLY IN BY MSBNC CORRESPONDENT JACOB SOBOROFF DURING HIS REPORTING ABOUT THE BORDER.

WHEN THE PANDEMIC HIT IN MARCH 2020, PHR ASYLUM NETWORK MEMBERS INITIATED A FLURRY OF ADVOCACY AND PROGRAMMATIC INITIATIVES, FROM NUMEROUS OP-EDS AND MEDIA INTERVIEWS ABOUT THE IMPACT OF THE PANDEMIC ON IMMIGRANTS, ASYLUM SEEKERS AND PEOPLE IN DETENTION, TO PROVIDING EXPERT DECLARATIONS ON THE DANGERS OF COVID TO SUPPORT LAWSUITS AROUND THE COUNTRY WHICH RESULTED IN THE RELEASE OF OVER 400 PEOPLE WITH COMORBIDITIES FROM IMMIGRATION DETENTION AND PRISON. IN MAY 2020, PHR ALSO WORKED WITH OTHER LEADING ORGANIZATIONS TO DEVELOP IN-DEPTH PUBLIC HEALTH RECOMMENDATIONS FOR PROCESSING FAMILIES, CHILDREN AND ADULTS SEEKING ASYLUM OR OTHER PROTECTION AT THE BORDER DURING THE PANDEMIC. PHR'S DOCTORS AND OTHER HEALTH PROFESSIONALS SERVED AS A VOICE OF MEDICINE AND SCIENCE DURING THE UNPRECEDENTED PANDEMIC, WHILE KEEPING HUMAN RIGHTS PRINCIPLES AT THE CENTER OF OUR RECOMMENDATIONS.

OTHER PROGRAM SERVICES

EXPENSES = \$1,490,636

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OTHER PROGRAM SERVICES ARE A COMBINATION OF PHYSICIANS FOR HUMAN RIGHTS, INC. (PHR)'S ADVOCACY AND COMMUNICATIONS IN SUPPORT OF OUR PROGRAMMATIC WORK, AND PROGRAM GENERAL (COVID RELATED WORK, POLICE EXCESSIVE FORCE, WORK IN SUDAN).

PHR LEVERAGED THE NETWORKS TO MOBILIZE A GLOBAL COMMUNITY OF HUMAN RIGHTS ADVOCATES, MAGNIFYING THE IMPACT AND WIELDING THE POWER OF FACTS AGAINST THE GREATEST PUBLIC HEALTH EMERGENCY OF PHR'S TIME.

PHR SPOKE OUT LOCALLY, NATIONALLY, AND INTERNATIONALLY TO PROTECT HEALTH WORKERS AND THEIR PATIENTS, AND CONVENED THE BRIGHTEST MINDS TO ADVOCATE FOR SCIENCE- AND RIGHTS-BASED APPROACHES TO THE PANDEMIC. AND DESPITE THE CONSTRAINTS OF COVID-19, PHR CONTINUED EXPOSING THE HARMS OF CROWD-CONTROL WEAPONS DEPLOYED AGAINST RACIAL JUSTICE PROTESTORS. TO PROTECT PEOPLE EXERCISING THEIR RIGHT TO FREEDOM OF ASSEMBLY AND SPEECH, WE PUBLISHED AN ARRAY OF GUIDES AND FACT SHEETS ON THE MEDICAL IMPACTS OF TEAR GAS AND KIPS. AND IN LOCAL, STATE, AND NATIONAL SETTINGS, PHR'S ADVOCACY TEAM USED OUR RESEARCH AND EXPERTISE TO SUCCESSFULLY CALL FOR RESTRICTIONS ON WEAPONS AND EXCESSIVE FORCE. BUILDING ON OUR DECADES OF WORK IN SUDAN, IN 2020 PHR ISSUED A KEY INVESTIGATION INTO A SERIES OF VIOLENT ATTACKS AGAINST PRO-DEMOCRACY PROTESTORS IN JUNE 2019 KNOWN AS THE "KHARTOUM MASSACRE," WHICH KILLED SCORES OF PEOPLE AND INJURED HUNDREDS MORE. NORTHWEST FROM REBEL GROUPS, PHR DOCUMENTED THE RENEWED TARGETING AND DESTRUCTION OF HEALTH FACILITIES AND THE DENIAL OF VITAL

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SERVICES TO MILLIONS OF SYRIANS.

PHR'S HIGHLY RESPECTED DATA - WHICH IS SHARED WITH INDEPENDENT REPORTING AND ACCOUNTABILITY MECHANISMS, AND WIDELY USED BY DECISION-MAKERS AND BY THE MEDIA - WILL ONE DAY HELP FRAME THE PROSECUTION OF THESE CRIMES AGAINST HUMANITY. CORRESPONDENT JACOB SOBOROFF DURING HIS REPORTING ABOUT THE BORDER.

WHEN THE PANDEMIC HIT IN MARCH 2020, PHR ASYLUM NETWORK MEMBERS INITIATED A FLURRY OF ADVOCACY AND PROGRAMMATIC INITIATIVES, FROM NUMEROUS OP-EDS AND MEDIA INTERVIEWS ABOUT THE IMPACT OF THE PANDEMIC ON IMMIGRANTS, ASYLUM SEEKERS AND PEOPLE IN DETENTION, TO PROVIDING EXPERT DECLARATIONS ON THE DANGERS OF COVID TO SUPPORT LAWSUITS AROUND THE COUNTRY WHICH RESULTED IN THE RELEASE OF OVER 400 PEOPLE WITH COMORBIDITIES FROM IMMIGRATION DETENTION AND PRISON. IN MAY 2020, PHR ALSO WORKED WITH OTHER LEADING ORGANIZATIONS TO DEVELOP IN-DEPTH PUBLIC HEALTH RECOMMENDATIONS FOR PROCESSING FAMILIES, CHILDREN AND ADULTS SEEKING ASYLUM OR OTHER PROTECTION AT THE BORDER DURING THE PANDEMIC. PHR'S DOCTORS AND OTHER HEALTH PROFESSIONALS SERVED AS A VOICE OF MEDICINE AND SCIENCE DURING THE UNPRECEDENTED PANDEMIC, WHILE KEEPING HUMAN RIGHTS PRINCIPLES AT THE CENTER OF OUR RECOMMENDATIONS.

FORM 990, PART VI, SECTION B, LINE 12C:

A FORMAL CONFLICT OF INTEREST POLICY IS REVIEWED ANNUALLY BY THE BOARD OF DIRECTORS TO ENSURE ALL BUSINESS RELATIONSHIPS ARE IN THE BEST INTEREST OF THE ORGANIZATION. ALL THE DIRECTORS, OFFICERS AND EMPLOYEES

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("INTERESTED PERSON") COMPLETE AND SIGN A CONFLICT OF INTEREST DISCLOSURE STATEMENT UPON ONBOARDING AND ANNUALLY THEREAFTER.

IF AN INTERESTED PERSON WERE TO ENTER INTO A TRANSACTION THAT COULD POTENTIALLY RESULT IN A CONFLICT OF INTEREST, THEY MUST NOTIFY THE AUDIT COMMITTEE (THE "COMMITTEE") OR THE COMPLIANCE OFFICER OF THE EXISTENCE OF A POTENTIAL CONFLICT AND MUST DISCLOSE ALL MATERIAL FACTS WITH SUFFICIENT TIME FOR THE COMMITTEE TO MEET AND DELIBERATE. THE INTERESTED PERSON SHALL NOT ENTER INTO ANY SUCH TRANSACTION UNLESS THE COMMITTEE, AFTER REVIEWING THE POTENTIAL CONFLICT, DETERMINES THAT: (A) THE TRANSACTION PRESENTS NO ACTUAL CONFLICT OR (B) THE PROPOSED TRANSACTION PRESENTS A CONFLICT, BUT THE COMMITTEE AGREES TO WAIVE THE CONFLICT.

INTERESTED PERSONS WHO ANTICIPATE A POTENTIAL CONFLICT OF INTEREST TRANSACTION MUST SUBMIT A LETTER TO THE COMPLIANCE OFFICER OR AUDIT COMMITTEE PETITIONING FOR A WAIVER OF THE CONFLICT OF INTEREST PRESENTED. THE LETTER SHOULD CONTAIN A DETAILED EXPLANATION OF THE NATURE OF THE CONSIDERED TRANSACTION OR ACTIVITY.

AN INTERESTED PERSON SHOULD NOT PARTICIPATE IN A TRANSACTION OR ACTIVITY UNLESS AND UNTIL HE OR SHE OBTAINS A WRITTEN WAIVER.

FOR EACH TRANSACTION OR ACTIVITY PRESENTED FOR CONFLICTS ASSESSMENT, THE COMMITTEE OR THE COMPLIANCE OFFICER, AS APPROPRIATE, SHALL DETERMINE IF AN ACTUAL CONFLICT EXISTS. IF IT IS DECIDED THAT NO CONFLICT EXISTS, THE

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COMMITTEE OR COMPLIANCE OFFICER SHALL SO NOTIFY THE INTERESTED PERSON IN WRITING.

IF THE COMMITTEE FINDS AN ACTUAL CONFLICT OF INTEREST BY AN INTERESTED PERSON UPON CAREFUL ANALYSIS OF THE RELEVANT FACTORS, THE COMMITTEE MAY DECIDE TO WAIVE THE CONFLICT IN WHOLE OR IN PART, OR THE COMMITTEE MAY DECIDE TO RECOMMEND AGAINST SUCH WAIVER.

FORM 990, PART VI, SECTION B, LINE 15A:

ANNUAL INCREASES TO THE COMPENSATION OF THE ORGANIZATION'S EXECUTIVE DIRECTOR ARE DETERMINED BY THE BOARD OF DIRECTORS WHO USE EXTERNAL DATA SUCH AS FORMS 990 FILED BY OTHER ORGANIZATIONS FOR COMPARABILITY OF THE EXECUTIVE DIRECTOR'S COMPENSATION.

FORM 990, PART VI, SECTION B, LINE 15B:

ANNUAL INCREASES TO THE COMPENSATION OF OTHER KEY EMPLOYEES OF THE ORGANIZATION ARE DETERMINED BY THE EXECUTIVE DIRECTOR WHO USES EXTERNAL DATA SUCH AS FORMS 990 FILED BY OTHER ORGANIZATIONS FOR COMPARABILITY OF THE KEY EMPLOYEE'S COMPENSATION. THESE ANNUAL INCREASES ARE INCLUDED IN THE ANNUAL BUDGET WHICH IS THEN APPROVED BY THE BOARD OF DIRECTORS BEFORE THE INCREASES ARE IMPLEMENTED.

FORM 990, PART VI, SECTION C, LINE 19:

UPON REQUEST, THE ORGANIZATION WILL MAKE AVAILABLE ONLY THOSE DOCUMENTS REQUIRED TO BE DISCLOSED UNDER THE PUBLIC INSPECTION LAWS.

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ATTACHMENT 1FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION

PHYSICIANS FOR HUMAN RIGHTS WORKS AT THE INTERSECTION OF MEDICINE,
SCIENCE, AND LAW TO SECURE HUMAN RIGHTS AND JUSTICE FOR ALL. WE
INVESTIGATE AND DOCUMENT HUMAN RIGHTS VIOLATIONS, GIVE VOICE TO
SURVIVORS AND WITNESSES, AND PLANT SEEDS OF RECONCILIATION BY
ENSURING THAT PERPETRATORS CAN BE HELD ACCOUNTABLE FOR THEIR CRIMES.

ATTACHMENT 2FORM 990, PART V, LINE 4B - FOREIGN COUNTRIES

KENYA

CONGO (KINSHASA)

ATTACHMENT 3FORM 990, PART VI, LINE 17 - STATES

AL, AK, AR, CA, CO, CT,

FL, GA, HI, IL, KS, KY, ME, MD, MA, MI,

MN, MS, MO, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA,

RI, SC, TN, UT, VA, WA, WV, WI,

ATTACHMENT 4990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

<u>NAME AND ADDRESS</u>	<u>DESCRIPTION OF SERVICES</u>	<u>COMPENSATION</u>
FRESH EYES DIGITAL 2821 N SPAULDING AVENUE CHICAGO, IL 60618	CAMPAIGN/CONTENT DEV	294,828.
OSCAR DEREK HODEL TH4 - 188 SPADINA TORONTO CANADA M5T 3A4	EMERGENCY MED. TECH.	110,775.

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ATTACHMENT 4 (CONT'D)

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

<u>NAME AND ADDRESS</u>	<u>DESCRIPTION OF SERVICES</u>	<u>COMPENSATION</u>
BVERIDGE SEAY 2000 P STREET, NW SUITE 700 WASHINGTON, DC 20036	CONSULTING	104,525.

ATTACHMENT 5FORM 990, PART IX - OTHER FEES

<u>DESCRIPTION</u>	<u>(A) TOTAL FEES</u>	<u>(B) PROGRAM SERVICE EXP.</u>	<u>(C) MANAGEMENT AND GENERAL</u>	<u>(D) FUNDRAISING EXPENSES</u>
CONSULTANT - OTHER	784,969.	719,461.	47,495.	18,013.
COMMUNICATION CONSULTANT	626,236.	480,376.	145,860.	
MEDICAL CONSULTANT	243,911.	187,100.	56,811.	
TRANSLATION EXPENSE	29,649.	22,743.	6,906.	
CONTRACT SERVICES	20,999.	16,108.	4,891.	
HONORARIUMS	14,590.	11,192.	3,398.	
STIPENDS	11,210.	8,599.	2,611.	
PAYROLL PROCESSING FEE	6,748.	1,578.	4,928.	242.
M&E CONSULTANT	4,800.	3,682.	1,118.	
SECURITY CONSULTANT	219.	168.	51.	
TOTALS	<u>1,743,331.</u>	<u>1,451,007.</u>	<u>274,069.</u>	<u>18,255.</u>