



**Division of
Human Rights**

Annual Report

FY 2017-2018

The New York State Division of Human Rights (“the Division”) is honored to present to Governor Andrew M. Cuomo, the Legislature, and the people of New York its Annual Report for Fiscal Year 2017-2018.

Our mission...

New York has the proud distinction of being the first state in the nation to enact a Human Rights Law, which affords every citizen ***“an equal opportunity to enjoy a full and productive life.”***

This law prohibits discrimination in employment, housing, credit, places of public accommodation, and non-sectarian educational institutions based on age, race, national origin, sex, sexual orientation, marital status, disability, military status, and other specified classes.

The New York State Division of Human Rights was created to enforce this important law. The mission was important when the law was enacted in 1945, and it is even more important now, 73 years later. The Division works to ensure that “every individual . . . has an equal opportunity to participate fully in the economic, cultural and intellectual life of the State.”

It does so in many ways, including the following:

- ❖ Through the vigorous prosecution of unlawful discriminatory practices;
- ❖ Through the receipt, investigation, and resolution of complaints of discrimination;
- ❖ Through the creation of studies, programs, and campaigns designed to, among other things, inform and educate the public on the effects of discrimination and the rights and obligations under the law; and
- ❖ Through the development of human rights policies and proposed legislation for the State.

The Division makes every effort to protect New Yorkers from discrimination. In addition, we continue to be actively engaged in the fight against hate crimes.

The Division will continue to take the necessary steps to fulfill the agency’s mission and the Human Rights Law’s mandate.

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History

The present New York State Division of Human Rights can trace its history back to the State War Council of the State of New York Temporary Committee on Discrimination in Employment, created in 1942. One of the main accomplishments of the Committee was the passage of the 1945 Ives-Quinn Anti-Discrimination Bill. Signed on March 12, 1945 by Governor Thomas E. Dewey, the law effectively made New York the first state in the nation to enact legislation prohibiting discrimination in employment based on race, creed, color, and national origin. In doing so, New York also became the first state to establish a permanent agency to enforce such legislation, the State Commission Against Discrimination (SCAD). Similar federal institutions were not introduced until nearly 17 years later.

In 1968, the Ives-Quinn Anti-Discrimination Law was renamed the Human Rights Law, and the State Commission Against Discrimination was renamed the New York State Division of Human Rights.

In its inception, SCAD had jurisdiction only over employment issues and dealt strictly with discrimination based on race, color, creed, and national origin.

In subsequent years, the Law was expanded to stay current with the changing culture and needs of New Yorkers.

For example, in 1974, the Law was broadened to protect people with disabilities; in 1991, the Law was amended to protect families in the area of housing; in 1997, the Law was changed to include an express provision requiring reasonable accommodations in employment for persons with disabilities; in 2002, the Law was amended to protect both religious practices and religious observances; in 2003, the Sexual Orientation Non-Discrimination Act was passed to include sexual orientation among the protected traits/characteristics; and in 2003, the Law was extended to encompass military status.

In 2009, the Law was amended to provide protections for domestic violence victims from employment discrimination, and in 2011, it was amended to protect domestic workers from sexual harassment and discrimination based on gender, race, religion or national origin.

In 2014, the Law was amended to include protections for unpaid interns from harassment and other forms of unlawful discrimination in the workplace.

In 2015, the Law was amended to expand the definition of "employer" in sexual harassment cases to cover all employers within New York, so that an employee of any business can file a workplace sexual harassment complaint. Additionally, the Law was amended to prohibit employers, employment agencies, licensing agencies, or labor organizations from discriminating against workers based on their familial status. The Law was also amended to clarify that employers must perform a reasonable accommodation analysis for pregnant employees.

In 2016, the Division adopted regulations to prohibit harassment and discrimination based on gender identity, transgender status or gender dysphoria. The regulations confirm that the agency will continue to accept and process Human Rights Law complaints alleging discrimination because of gender identity, under the protected categories of both sex and disability.

In 2017, the law was amended to add greater protections relative to sealed convictions under the arrest record provision of the Human Rights Law.

In 2018, the Law was amended to add sexual harassment protection for persons who are not employees but are working in the employer's workplace.

SNAPSHOT IN TIME

ANNUAL REPORT
OF THE
NEW YORK
STATE COMMISSION AGAINST DISCRIMINATION
July 1, 1945 to February 28, 1946.

INTRODUCTION.

The enactment of the Law Against Discrimination by the Legislature and its approval by Governor Thomas E. Dewey provoked widespread comment. It is doubtful whether any legislative measure purely local in its application has been the subject of so much editorial comment in the nation's press, or has inspired so much discussion as has this attempt to eliminate the evils of racial, religious and national discrimination in the State of New York.

In twenty-one other States attempts were made to enact similar laws, but attention was focused on the Ives-Quinn Bill because it was considered to be the most comprehensive in its scope and the most drastic in its provisions for enforcement. Laws against discrimination in employment were passed in four States, but in only two - the State of New York and the State of New Jersey - did these laws comprehend punitive measures for infraction. In the seventeen other States the attempt to pass such legislation failed as it did in the Congress of the United States. It is noteworthy that in the States where laws against discrimination in employment failed of passage, the prevailing sentiment of both the proponents of the measures and the leaders of the opposition was to await the outcome of the operation of the Law in the State of New York.

New York State has long recognized the dangers inherent in racial

The Law

The New York State Human Rights Law has jurisdiction in various areas for protecting people from unlawful discrimination based on their protected-class status across the state of New York. The statute of limitations to file is one year from the last incident of alleged discrimination.

Jurisdictions and Bases of Discrimination

Employment

The New York State Human Rights Law protects employees against discrimination in hiring, firing and wages, and in terms, conditions and privileges of employment, including apprentice training programs. The Law protects individuals from discrimination during interviews for employment, promotion, or transfer.

Interview inquiries should be concerned only with a person's ability to do his or her job. Age, race, creed, color, national origin, sex and sexual harassment, sexual orientation, gender identity, military status, disability, pregnancy-related condition, domestic violence victim status, genetic predisposition or carrier status, familial status, and marital status are protected classes in the jurisdiction of employment. Those with arrest records resolved in their favor, sealed records, or youthful offender adjudication are also protected, and employers must weigh specific factors before they can deny employment to a person with a prior conviction. Employers should not ask questions such as: How old are you? Have you ever been arrested? Are you now pregnant or planning to have a family in the future? Do you have a disability? Have you ever been treated for any of the following diseases? Are you married, single, or divorced? What is the name and occupation of your spouse?

Within New York State, employment agencies, labor organizations, joint labor management boards, all agencies of state and local governments, and employers of four or more individuals must comply with the Human Rights Law.

Housing

The Human Rights Law guarantees all New York residents equal opportunity to purchase, rent, or lease housing, land, or commercial space. Age, race, creed, color, national origin, sex and sexual harassment, sexual orientation, gender identity, military status, disability, pregnancy-related condition, familial status, and marital status are protected classes in the jurisdiction of housing. Sellers, owners, landlords, real estate brokers and salespeople cannot deny a person a housing accommodation or discriminate against any person in the terms, conditions, or privileges of a sale, rental, or lease of housing, or in the furnishing of facilities or services in connection therewith. Racial steering, block busting, and redlining are also illegal.

Public Accommodation

Places of public accommodation include hospitals, nursing homes, clinics, doctors' and dentists' offices, hotels, restaurants, public transportation, amusement parks, sports facilities, garages, entertainment and cleaning establishments, and retail and wholesale stores.

Race, color, sex and sexual harassment, sexual orientation, gender identity, creed, disability, marital status, military status and national origin are protected classes in areas of public accommodation. A doctor or dentist may not refuse to treat a patient because of the patient's HIV/AIDS status. Similarly, a taxi may not refuse a fare because of a passenger's race or other covered class.

Education

Non-sectarian, tax-exempt educational institutions cannot deny the use of their facilities to any person otherwise qualified. Race, color, sex and sexual harassment, sexual orientation, gender identity, creed, disability, marital status, military status and national origin are protected classes in education.

Other academic institutions, such as public schools, do not fall under the jurisdiction of the NYS Division of Human Rights.

Credit

Banks, trust companies, savings and loan associations, foreign banking institutions, credit unions, insurance agencies, credit-card issuers, mortgage companies, mortgage brokers, wholesale and retail merchants, and any person or institution that extends or arranges for extensions of credit cannot discriminate against applicants. Protected classes in credit include age, arrest and conviction records, child-bearing potential, creed, disability, familial status, marital status, military status, national origin, race, color, sex and sexual harassment, sexual orientation and gender identity. Unlawful discrimination occurs when a person is denied a mortgage due to national origin, is offered different credit terms or conditions due to marital status or is subject to income discounting due to a disability.

Volunteer Firefighters

Fire departments may not deny membership in any volunteer fire department or fire company, expel or discriminate against any volunteer member of a fire department or fire company because of their race, creed, color, national origin, sex and sexual harassment, sexual orientation, gender identity or expression, military status, marital status, or familial status.

Retaliation

It is unlawful to retaliate or discriminate against any person because they have opposed discriminatory practices or because they have filed a complaint, testified or assisted in any complaint. Retaliation can be any adverse action or actions, more than trivial, that would have the effect of dissuading a reasonable person from making or supporting a complaint against an employer, landlord or business for practices forbidden by the Human Rights Law.

Complaint Process

Filing a Complaint

If an individual feels he or she has been the victim of illegal discriminatory behavior, a complaint can be filed at any of our 12 offices throughout the state within one year of the date the last discriminatory incident occurred. Complaints can be filed in person at any of our offices, or they can be downloaded from the Division's website at www.dhr.ny.gov, completed as instructed, signed before a notary public and mailed to our offices. Complaint forms can also be obtained by requesting them from any of the Division's offices.

The Division emphasizes conciliation whenever possible, affording all parties the possibility of a speedy and mutually beneficial resolution. The conciliation process is negotiated by the investigator, who identifies the main issues of the complaint, determines where the complainant and respondent agree and disagree, identifies what may be offered and what may be accepted, and develops an appropriate strategy for resolving the dispute.

The Investigation

Once a complaint is filed, an investigator will be assigned to investigate the complaint. This may be done through, among other methods, written correspondence, telephone interviews and visits to the site where the alleged discrimination took place. Based on the evidence collected during the investigation, a determination will be made as to whether there is probable cause that unlawful discrimination occurred. A determination of no probable cause will result in the dismissal of the case. If the Division determines that there is probable cause that illegal discrimination took place, the case will advance to the hearing process.

Administrative Hearing

An Administrative Law Judge will conduct a hearing based on the allegations in the complaint. During the hearing, both sides will be able to present evidence to support their positions. The Division will provide an attorney free of charge to present the case in support of the complaint. Complainants may also bring their own attorneys.

Resolution

Based on the evidence presented at the hearing, the Administrative Law Judge will issue a recommended order advising the parties and the Commissioner how he or she believes the case should be resolved. The Commissioner will review the allegations, evidence and the recommended order and will issue a final Commissioner's Order. If the ruling is in favor of the complainant, the Order will specify a remedy. Remedies may include a change of policies or practices; the provision of services; compensation for emotional distress; punitive damages; reinstatement to a job; back pay with interest or benefits lost due to the discriminatory practice; equal treatment in an accommodation, institution or program; attorney's fees (housing); and/or civil fines and penalties. When the respondent is not in compliance with the Commissioner's Order, the Division takes the appropriate action to ensure compliance.

Appeals

Any final order of the Division can be appealed to the New York State Supreme Court within 60 days after it is issued. Appeals from Commissioner's Orders after hearing are transferred to the Appellate Division for disposition.

Budget and Finance

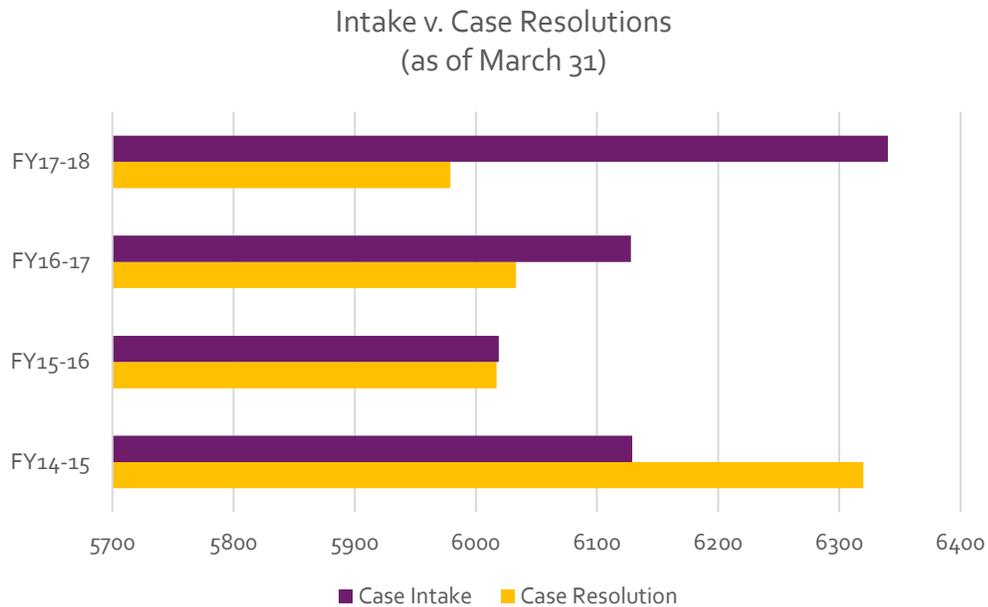
The State of New York operates on a fiscal year commencing each April 1, ending the following March 31. The Governor submitted the SFY 2017-2018 Executive Budget in January 2017 for consideration by the Legislature. This year's budget was enacted by the Legislature in April 2017.

The Division's enacted budget for the 2017-18 fiscal year provided for an all-funds appropriation of \$18,153,000, consisting of \$12,135,000 in General Fund (State tax-levy) appropriations and \$6,018,000 in Special Revenue Funds, which are monies provided by the federal government for the Division's program contracts with the U.S. Department of Housing and Urban Development (HUD) and the Equal Employment Opportunity Commission (EEOC).

Operating Statistics

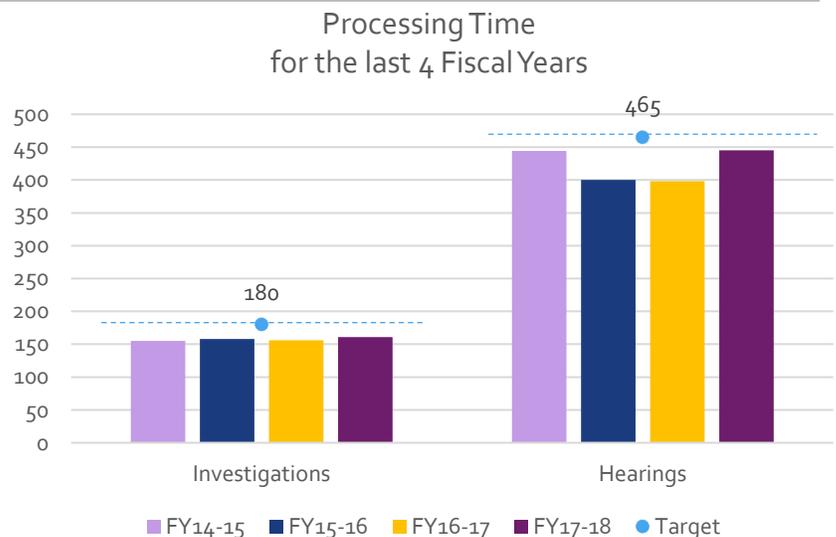
Number of Complaints

▲ 7 PERCENT INCREASE IN NUMBER OF NEW CASE FILINGS FROM LAST YEAR. WHILE THE NUMBER OF CASE RESOLUTIONS HAVE FOLLOWED A STEADY PACE FOR THE LAST THREE YEARS, THE NUMBER OF NEW CASE FILINGS SAW A CONSIDERABLE UPTICK THIS LAST FISCAL YEAR.



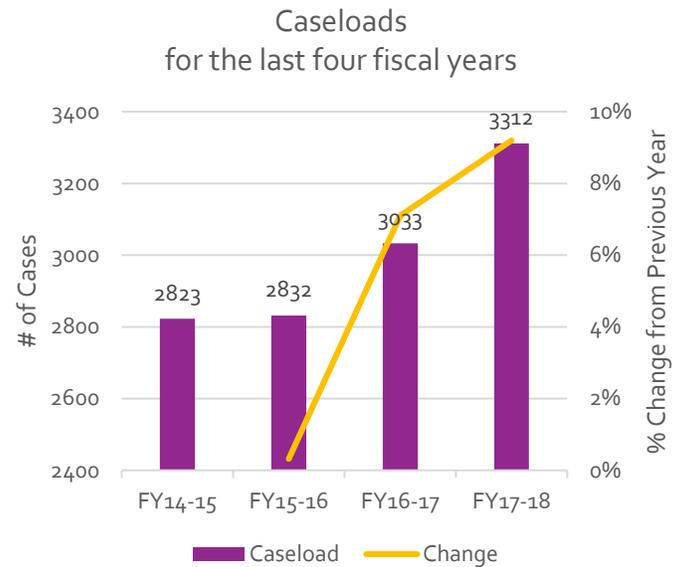
Processing Time

Processing time for both investigations and hearings are within expected target levels, with investigations being completed on average 19 days earlier than expected. Investigation processing time has remained stable for the last four fiscal years. The amount of time from intake to hearings being processed has also remained stable but with a bit more variance. After a shortening of processing time that was maintained during FY15-16 and FY16-17, FY17-18 is back up to FY14-15 levels.



Caseload

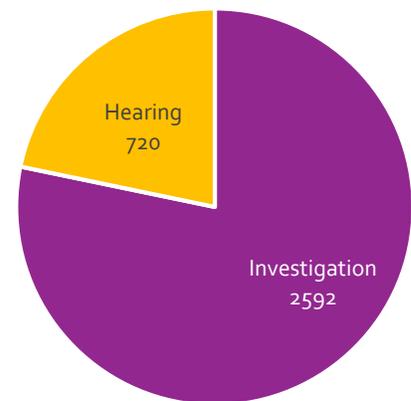
- ▲ AS OF MARCH 31, 2018, THE DIVISION'S ACTIVE CASELOAD WAS 3312. IN ADDITION, THERE WERE 317 LITIGATION MATTERS IN WHICH THE DIVISION WAS INVOLVED – EITHER APPEALS OR CASES IN WHICH ONE OF THE PARTIES CHOSE THE COURT-ELECTION OPTION, WHICH IS ONLY AVAILABLE IN HOUSING CASES.
- ▲ CASELOAD SIZE, WHICH IS A POINT-IN-TIME COUNT OF ALL ACTIVE CASES, HAS BEEN INCREASING AT A STEADY RATE SINCE THE END OF FY15-16, AS THE RATE AND VOLUME OF CASE OPENINGS HAS OUTPACED THE RATE OF CASE CLOSINGS FOR THE LAST THREE YEARS. THIS MAY BE IN PART DUE TO INCREASED OUTREACH AND EDUCATION EFFORTS FOCUSED ON INFORMING THE PUBLIC OF THE SERVICES AVAILABLE AT THE DIVISION.



Caseload Distribution

This fiscal year, there was a shift in the distribution of cases, with the number of cases between 101 and 180 days dropping about 17 percent and those more than 180 days old seeing an 11 percent increase. The percent of cases less than 101 days old has remained relatively stable over the last four years.

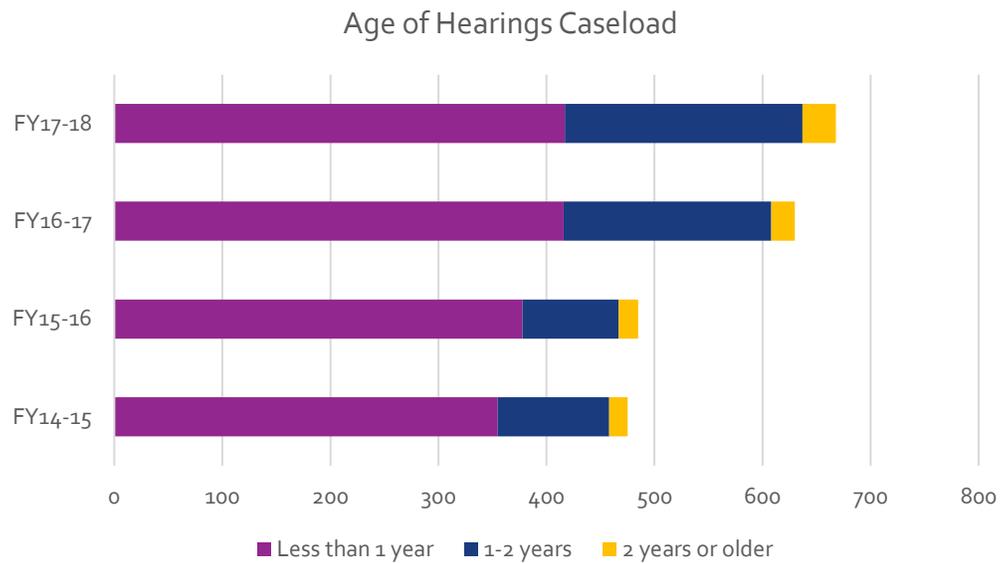
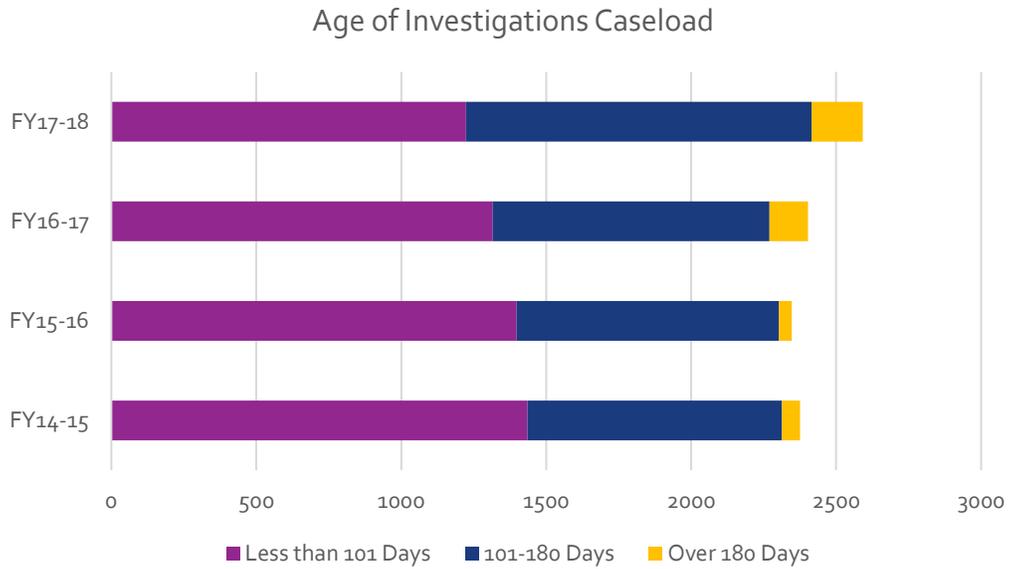
Status of Active Cases



The bulk of active cases are in the investigation phase

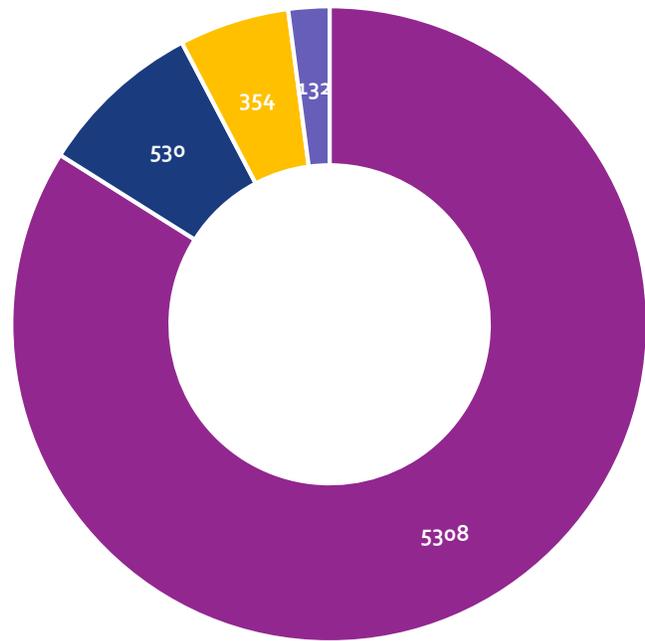
Case age by stage

Case age is measured from date of intake for both investigations and hearings.



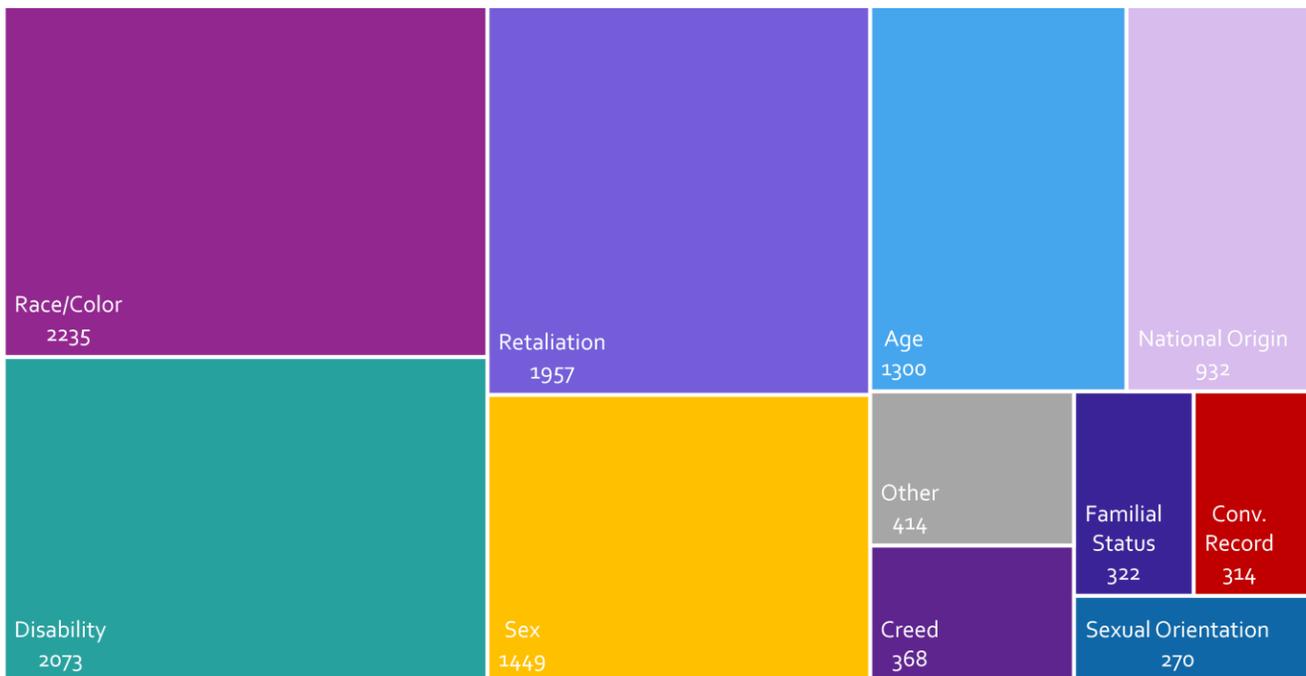
Jurisdiction of Cases Filed

84 %
Employment cases



■ Employment ■ Housing ■ Public Accommodation ■ Other

Bases of Cases Filed



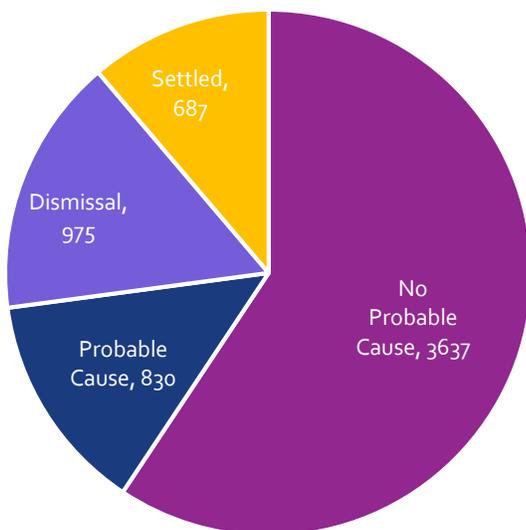
* Individual cases may be filed under more than one basis, therefore total exceeds number of cases filed

Outcomes

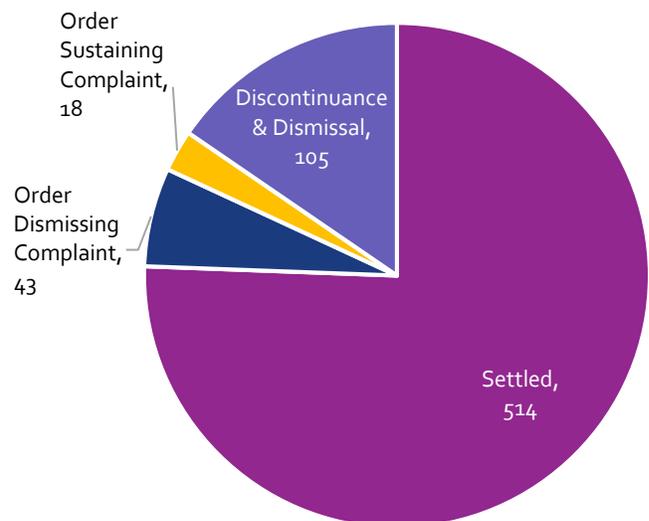
The investigation process may result in a determination of “Probable Cause” or “No Probable Cause” based on whether there is evidence that unlawful discrimination may have occurred. Complaints may also settle before a determination or be dismissed due to lack of jurisdiction, withdrawal by a complainant, or to allow a complainant to pursue their claim in another forum. About 59 percent of all cases filed during the fiscal year received a “No Probable Cause” finding. If a complaint is determined to have “Probable Cause,” it continues to the hearing process.

Cases in the hearing process may settle before the start of a public hearing. They also may be discontinued after private settlement or dismissed for administrative convenience to allow the complainant to pursue their claim in another venue. Cases that received an order after public hearing may be sustained or dismissed on the merits of the complaint. The number of cases that reach settlement through our office is at 20 percent overall.

Investigation Outcomes



Hearing Outcomes



Monetary Relief



\$5.5 Million in monetary relief

IN CASES WHERE ILLEGAL DISCRIMINATION HAS BEEN FOUND, REMEDIES MAY ALSO INCLUDE DIRECTIVES TO THE OFFENDING PARTY, SUCH AS TRAINING, REINSTATEMENT OF EMPLOYMENT AND/OR BENEFITS, OR THE ENACTMENT OF POLICIES AND PROCEDURES TO PREVENT FURTHER DISCRIMINATIVE PRACTICES.

Commissioner's Orders

The following is a small sampling of cases adjudicated during **FY2017-18**. All cases can be found on the Division's website at www.dhr.ny.gov.

Sexual Harassment

10171565, **Tami Martel v Stellar Dental Management LLC**
10171562, **Beth A. Henderson v Stellar Dental Management LLC**
10171567, **Stephanie Ruffins v Stellar Dental Management LLC.**

The Commissioner issued an order in a favor of three women from Western New York who faced sexual harassment at the dental office in which they worked. A fellow employee touched a complainant near her inner thigh and breast on different occasions. When this complainant notified the manager of unwanted sexual advances, the employer countered by saying that the aggressor "plays like that." Similarly, two other female employees at the workplace were subjected to derogatory names, persistent invites to dates, inappropriate touching and other offensive behavior. The victims were awarded a total sum of \$152,880 in damages for emotional pain and suffering, unlawful retaliation and discrimination against them. The Division also issued a civil fine of \$60,000 payable to the state for violating the law.

10178720, **Indunil Hewa Marappulige v Manufacturers & Traders Trust Company a/k/a M&T Bank**

The complainant, a business data analyst for a Western New York bank, was found to have been sexually harassed by a female colleague and faced a hostile work environment. The complainant was terminated a month after he complained to his supervisor of the harassment. The victim was awarded \$2,500 in compensatory damages for mental anguish. Additionally, the Division issued a civil fine of \$20,000, payable to the state, for violating the law.

Notable Court Decisions in which the Division was a Party

Jurisdiction

Figueroa v. Foster, 864 F.3d 222 (2d Cir. 2017)

Service Employees International Union (SEIU), Local 32BJ, sought to prohibit the Division from pursuing discrimination claims under the New York State Human Rights Law against a union by one of its members. The U.S. Court of Appeals for the Second Circuit held that the duty of fair representation under the National Labor Relations Act does not preempt discrimination claims under the Human Rights Law brought against the labor unions acting as collective bargaining representatives.

Sexual Harassment

10167844, *Brittany Fragale v AMG Managing Partners LLC; Michael Aronica; Michael Giangreco; John Suppa AMG Managing Partners, LLC v. N.Y. State Div. of Human Rights* 148 A.D.3d 1765, 51 N.Y.S.3d 764 (4th Dept. 2017)

The Commissioner's Final Order, which found that the complainant had faced sexual harassment and was constructively discharged due to that harassment, was upheld by the Appellate Division, Fourth Department. The Division's order for \$5,720 in lost wages and \$15,000 in civil fines was also confirmed. The award for mental pain and suffering was reduced to \$25,000.

Prior Criminal Conviction

10121725, *Thomas Belle v. Milan Maintenance, Inc. et. al.*, 152 A.D.3d 412, 54 N.Y.S. 3d 854 (1st Dept. 2017).

Award of \$10,000 for discrimination against complainant based on his prior criminal record confirmed.

National Origin

10120193, *Leopold Rivera v. SUV Productions*, 149 A.D. 3d 523, 52 N.Y.S. 3d 94 (1st Dept. 2017)

Commissioner's finding of discrimination and a hostile work environment based on national origin was upheld, and the \$8,816 award of back pay and mental anguish damages was confirmed in full.

Division-Initiated Investigations

The Division Initiated Investigations (DII) Unit aims to identify and combat systemic discrimination that has escaped the scope of an individual complaint. Although the Division has had the power to investigate and enforce the law in such cases since its foundation, this specific unit was formed in 2007. Since then, the number of DII cases has been on the rise.

Housing

- Denial of Service Animals: The Division filed a complaint against a housing provider in upstate New York for discriminatory policies concerning service animals. A Probable Cause determination was issued, and the Respondent elected to have the case heard in State Supreme Court.
- Discrimination in National Origin: The Division investigated two landlords in Queens County that may be discriminating against current tenants based on their national origin. Complaints have been filed against both landlords.
- Discrimination in Familial Status: The Division launched an investigation into Queens County housing providers who may be discriminating against families with children. A complaint has been filed against an unlicensed broker.
- Testing Discrimination in Buffalo: The Division complaint was filed against a housing provider for positive testing results involving denial of emotional support animals in the Buffalo area. The case settled prior to the hearing, resulting in payment of State fines and the implementation of Fair Housing practices and policies.
- Testing Discrimination in Westchester: The Division filed a complaint against a housing provider for positive testing results involving the denial of service animals in the Westchester area. A Probable Cause determination was issued, and the respondent elected to have the case heard in State Supreme Court.
- Testing Discrimination in Syracuse: The Division filed a complaint against a housing provider for positive testing results involving the failure to rent based on race in the Syracuse area. The case settled prior to the hearing, resulting in state fines and the implementation of Fair Housing practices and policies.

Employment

- Race, Sex, and National Origin Discrimination in NY Ports: The Division filed a complaint against the International Longshoreman's Association, the New York Shipping Association and the individual entities they represent. The complaint alleges that the respondents have and continue to discriminate against potential minority workers. The administrative hearing has concluded. Awaiting the recommended order.
- Sex Discrimination: The DII Unit is investigating a company that may follow hiring practices that disadvantage female applicants and employment policies that permit or facilitate disparate treatment and harassment of female employees.

Public Accommodations/Accessibility

- Accessibility at a Fitness Center: The Division is investigating the lack of accessibility at a gym in Westchester County.
-

- Accessibility of Self-Service Kiosks: The DII Unit completed the investigation of companies offering goods and services at self-service electronic kiosks throughout New York state to ensure their kiosks are accessible to persons with disabilities. The Division filed complaints.
- Gender Discrimination: Based upon charges that women were being excluded from a private club on Long Island, the Division has launched an investigation.
- Public Accommodation Discrimination: The Division investigated a New York City business that may have engaged in a pattern of discriminatory refusals of service. A cautionary letter was sent to the owner.
- Retail Store Accessibility: The DII Unit began and continues a broad review of retail store and professional office accessibility in New York City and surrounding counties. To date, more than 65 stores have voluntarily resolved their accessibility impediments.

Hate Crimes

- Hate Crimes in Upstate New York: The Division concluded its investigation and outreach pertaining to hate crime vandalism in Wellsville and Geneseo. The State Police closed these cases, unable to determine at this time who committed the acts of vandalism.
-

External Relations

The External Relations Unit is tasked with increasing the public profile of the Division and managing agency outreach and education efforts across the state. Each year, the unit has a focus and initiatives to promote. This year, these included language access, the Hate Crimes Task Force, the Landlord-Immigrant Tenant Task Force, sexual harassment awareness and voter registration. Below are events where these initiatives were promoted.

Outreach and Events

The unit continued to combat hate crimes through its work as part of the Governor's Hate Crimes Task Force. In addition to including information about the task force in day-to-day interactions with the public, there were activities with a focus primarily on this initiative, including:

- On November 14, Director of External Relations Rachelle Dickerson and Assistant Public Information Officer Manny Kottaram attended the Hate Crimes Forum sponsored by Queens Borough President Katz and the office of Queens District Attorney Richard Brown. The forum was held at Queens Borough Hall.
- On November 17, First Deputy Commissioner Valerie P. Dent, Director Dickerson and members of the State Police delivered a Hate Crimes Presentation for the LGBTQ community at the TransLatina Network at the Gay Men's Health Crisis offices in New York City.



The External Relations Unit took part in several community events, as well as statewide events.

- On August 1, Director of External Relations Dickerson and Assistant PIO Kottaram tabled and answered questions about the Human Rights Law at the National Night Out event hosted by the NYPD's 42nd Precinct and the 42nd Precinct Commissioner Unity Council in the Bronx.
- On August 19, Director Dickerson, Upper Manhattan Regional Director David Powell and members of the Housing Investigations Unit engaged visitors, answered questions and distributed the Division's literature and giveaways at Harlem Week street fair in New York City.
- From August 23–25, Commissioner Foster, along with First Deputy Commissioner Dent, Deputy Commissioner Melissa Franco, Director Dickerson, Assistant PIO Kottaram and Division staff participated in the 2017 New York

State Fair held in Syracuse, NY. The Division manned a booth and distributed Division literature, Hate Crimes Task Force palm cards, and giveaways. Fairgoers participated in the Commissioner's Challenge game, answering questions about discrimination and the Human Rights Law.



- On September 24, Director Dickerson, Assistant PIO Kottaram, OSHI Regional Director Yearwood-Drury and Brooklyn Regional Director LaMot tabled at the Atlantic Antic Street Festival in Downtown Brooklyn. More than 120 people stopped by the Division's tent to receive information on protections under the NYS Human Rights Law, pick up literature, promotional items, complaint forms and ask questions about the Law.
- On March 8, Director Dickerson and APA Xiomara Castillo participated in the Ecuadorian Consulate's Women's Day Resource Fair. More than 300 people attended the fair. Attendees received information on protections under the NYS Human Rights Law. Voter registration forms were also distributed.

Housing

- On April 27-28, the Division held a two-day Fair Housing Conference at the Bronx Zoo to commemorate Fair Housing Month.
- On November 21, Director Dickerson and Assistant PIO Kottaram presented the Immigrant Tenant Rights Workshop with New York State Homes and Community Renewal (HCR) and the Office of New Americans (ONA) at its ONA Opportunity Center at the YMCA in Staten Island, NY.
- On January 22, First Deputy Commissioner Dent, along with Director Dickerson, participated in the Discrimination and Immigrant Tenant Rights Presentation delivered in collaboration with the Arab-American Association of New York in Brooklyn. This event was presented in partnership with HCR and ONA.



Employment

- On January 29, HRS I Barbara Klar and HRS I Barbara Feldstein attended an event held by the New York City Department of Corrections titled "Confronting Recidivism". The event provided information about hiring formerly incarcerated individuals and offered employers the chance to discuss job opportunities with candidates.
- On February 22, First Deputy Commissioner Dent, along with Director Dickerson, delivered a presentation to the Low Wage Worker Task Force, a collective of attorneys, in NYC.
- On February 28, the External Relations Unit participated in a Workforce Re-Entry event sponsored by the Brooklyn Works Employment Center. The purpose of the event was to assist persons formerly incarcerated in reentering the workplace and achieving self-sufficiency. Attendees learned about recent updates to the Human Rights Law, received informational literature and became familiar with the Division's complaint process.

Sexual Harassment

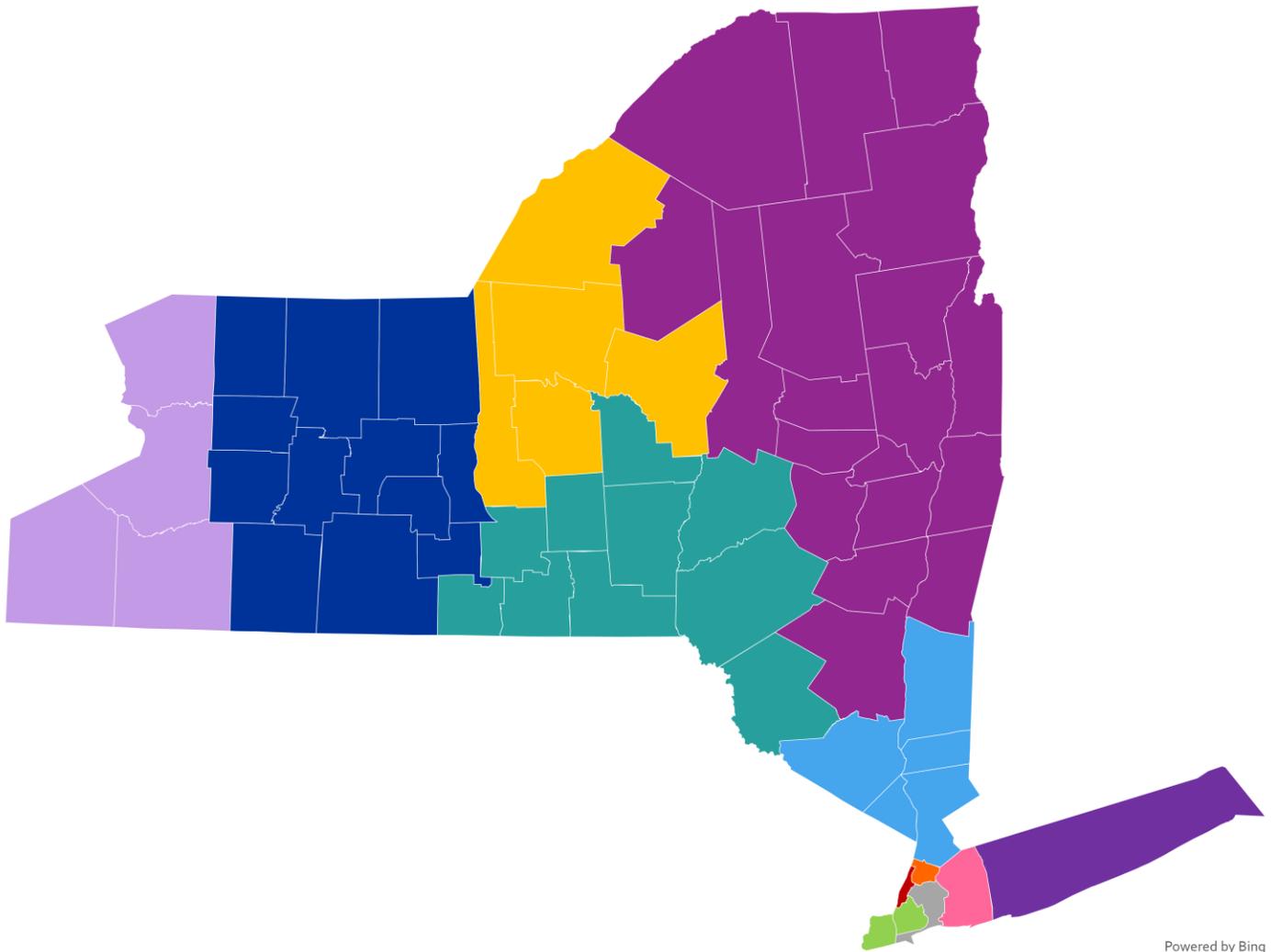
- On December 6, First Deputy Commissioner Dent and Director Dickerson attended the NYC Commission for Human Rights public hearings on sexual harassment at the CUNY Law School in Queens, NY.
- On February 26, the Division hosted a sexual harassment forum at the SUNY Orange campus in Newburgh. Commissioner Foster and First Deputy Commissioner Dent delivered the presentation. The program was held in conjunction with the Orange County Commission on Human Rights.

Internship Program

There are many exciting internship opportunities available at the New York State Division of Human Rights. Internships are offered year round. Qualified undergraduate, graduate and law school students are selected for the program. Interns participate in the processing of discrimination complaints. They observe firsthand how the Division investigates and prosecutes cases and conducts hearings to determine if discriminatory conduct in violation of New York State law has occurred. Program participants are placed in our Central Office in the Bronx, as well as in our 11 other regional offices across the State.

130 interns were placed throughout the state for FY17-18.

DHR Offices and Jurisdictions



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|--|------------------|
| ■ Albany | ■ Binghamton |
| ■ Headquarters/ All Housing | ■ Brooklyn |
| ■ Buffalo | ■ L.I. Hempstead |
| ■ L.I. Hauppauge | ■ Manhattan |
| ■ Office of Sexual Harassment Issues/ Queens | ■ Rochester |
| ■ Syracuse | ■ White Plains |

Albany	Agency Building 1, 2nd Floor, Empire State Plaza Albany, New York 12220 Tel. (518) 474-2705 (or 2707) eFax: (518) 473-2955 InfoAlbany@dhr.ny.gov <i>Director: Victor DeAmelia</i>	Long Island (Hauppauge)	State Office Building, 250 Veterans Memorial Highway, Suite 2B-49 Hauppauge, New York 11788 Tel. (631) 952-6434 eFax: (516) 240-2882 InfoLongIsland@dhr.ny.gov <i>Director: Froebel Chungata</i>
Binghamton	44 Hawley Street, Room 603 Binghamton, New York 13901 Tel. (607) 721-8467 eFax: (518) 473-2955 InfoBinghamton@dhr.ny.gov <i>Director: Victor DeAmelia</i>	Manhattan	Adam Clayton Powell State Office Building 163 West 125th Street, 4th Floor New York, New York 10027 Tel. (212) 961-8650 eFax: (212) 961-4312 InfoUpperManhattan@dhr.ny.gov <i>Director: David Powell</i>
Bronx (Central Office/Housing)	One Fordham Plaza, 4th Floor Bronx, New York 10458 Tel. (718) 741-8400 eFax: (718) 741-8318 InfoHousing@dhr.ny.gov <i>Director: Elizabeth Ortiz-Feliciano</i>	Office of Sexual Harassment Issues/Queens	55 Hanson Place, Room 900 Brooklyn, New York 11217 Tel. (718) 722-2060 eFax: (718) 722-2039 InfoOSHIQns@dhr.ny.gov <i>Director: Joyce Yearwood-Drury</i>
Brooklyn	55 Hanson Place, Room 1084 Brooklyn, New York 11217 Tel. (718) 722-2385 eFax: (718) 722-2078 InfoBrooklyn@dhr.ny.gov <i>Director: William LaMot</i>	Rochester	One Monroe Square, 259 Monroe Ave., Suite 308 Rochester, New York 14607 Tel. (585) 238-8250 eFax: (585) 445-6003 InfoRochester@dhr.ny.gov <i>Director: Julia Day</i>
Buffalo	Walter J. Mahoney State Office Bldg. 65 Court Street, Suite 506 Buffalo, New York 14202 Tel. (716) 847-7632 eFax: (716) 847-3445 InfoBuffalo@dhr.ny.gov <i>Director: Debbie Kent</i>	Syracuse	333 E. Washington Street, Room 543 Syracuse, New York 13202 Tel. (315) 428-4633 eFax: (315) 428-4106 InfoSyracuse@dhr.ny.gov <i>Director: Julia Day</i>
Long Island (Hempstead)	50 Clinton Street, Suite 301 Hempstead NY 11550 Tel. (516) 539-6848 eFax: (516) 240-2882 InfoLongIsland@dhr.ny.gov <i>Director: Froebel Chungata</i>	White Plains	7-11 South Broadway, Suite 314 White Plains, New York 10601 Tel. (914) 989-3120 eFax: (914) 989-3122 InfoWhitePlains@dhr.ny.gov <i>Director: Linda Fenstermaker</i>

New York State Commission Against Discrimination

- 1945 Henry C. Turner, Chairman
- Charles Garside, Chairman
- Edward W. Edwards, Chairman
- Ward Arbury, Chairman
- 1955 Charles Abrams, Chairman
- 1959 Elmer A. Carter, Chairman
- 1961 Ogden Reid, Chairman

LEADERSHIP

New York State Commission for Human Rights

- 1962 George Fowler, Chairman
- 1967 Robert J. Mangum, Chairman

New York State Division of Human Rights

- 1970 Jack M. Sable, Commissioner
- 1975 Werner Kramarsky, Commissioner
- 1982 Robert Shaw, Acting Commissioner
- 1983 H. Carl McCall, Commissioner
- 1984 Douglas H. White, Commissioner
- 1990 Margarita Rosa, Commissioner
- 1995 Edward Mercado, Commissioner
- 1999 Jerome H. Blue, Commissioner
- 2000 Evonne W. Jennings Tolbert, Commissioner
- 2003 Michelle Cheney Donaldson, Commissioner
- 2007 Kumiki Gibson, Commissioner
- 2008 Galen D. Kirkland, Commissioner
- 2013 Helen Diane Foster, Commissioner

General Counsels

- 1945 Henry Spitz
- 1975 Beverly Gross
- 1977 Ann Thatcher Anderson
- 1983 Roberto Albertorio
- 1985 Margarita Rosa
- 1988 Lawrence Kunin
- 1999 Gina M. Lopez
- 2007 Caroline Downey