



NEW YORK STATE
DIVISION OF
**HUMAN
RIGHTS**

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ANDREW M. CUOMO, GOVERNOR

☒視讓人深受傷害。

如果☒發現了任何☒視行為或受到☒視，請聯絡我們。
請隨時與我們聯絡。

(718) 741-8400 (888) 392-3644

TTD (718)741-8300

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)

本資料受紐約州《人權法》（《行政法》第15章 (EXECUTIVE LAW, ARTICLE 15)）制約

DISCRIMINATION BASED ON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, DISABILITY OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW IN:

紐約州《人權法》禁止在下列領域存在基於年齡、種族、宗教、膚色、原國籍、性取向、軍籍、性別、殘障或婚姻狀況的☒視行為：

EMPLOYMENT, BY EMPLOYERS OF FOUR OR MORE PEOPLE, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS

就業、☒有四名或更多☒員的☒主、就業機構、勞工組織和學徒訓練計劃

Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; prior arrest or conviction record; predisposing genetic characteristics.

另禁止：基於安息日儀式或宗教習俗；以前的逮捕記錄或定罪記錄；易感性基因特徵的就業☒視。

Reasonable accommodations for persons with disabilities may be required. A reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to perform the essential functions of a job in a reasonable manner.

可能需要給予殘障人士合理通融。合理通融是透過對工作或工作環境作以調整，從而使殘障人士能以合理方式履行基本工作職責。

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE
Exceptions:

- (1) rental of an apartment in an owner-occupied two-family house
- (2) restrictions of all rooms in a housing accommodation to individuals of the same sex
- (3) rental of a room by the occupant of a house or apartment
- (4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spouse of such persons

住房、土地和商業用地的出租、租賃或出售
以下情況例外：

- (1) 租用房主自住之兩戶住宅中的一間房
- (2) 限制將住房內的所有房間租住給同性別者
- (3) 房屋或公寓所有者出租一個房間
- (4) 專供 55 歲或以上者及其配偶居住的住房的出售、出租或租賃

Also prohibited: discrimination in housing on the basis of familial status (e.g. families with children)

另禁止：基於家庭身分（例如多子女家庭）的住房☒視

Reasonable accommodations and modifications for persons with disabilities may also be required.

可能需要給予殘障人士合理通融和變通。

ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE
Also prohibited: commercial boycotts and blockbusting.

房地產經紀人和銷售員的活動
另禁止：商業抵制和街區房地產跌漲牟利。

PLACES OF PUBLIC ACCOMMODATION, RESORT OR AMUSEMENT SUCH AS RESTAURANTS, HOTELS, HOSPITALS, CLUBS AND MEDICAL OFFICES
Exception:

Age is not a covered classification relative to public accommodations.
Reasonable accommodations for persons with disabilities may also be required. (Effective January 1st, 2008.)

公共場所、度假村或如餐廳、酒店、俱樂部等娛樂場所、醫院以及醫療機構

以下情況例外：
年齡不屬於與公共場所相關的受保護類別。
可能需要給予殘障人士合理通融。（於 2008 年 1 月 1 日生效。）

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS

與就業、房地產、公共場所和信貸交易相關的廣告和應用

EDUCATIONAL INSTITUTIONS: NON-SECTARIAN, TAX EXEMPT, PUBLIC AND PRIVATE

教育機構：不屬於任何宗教派別的、免稅的公立和私立教育機構

ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND REPAIR OF HOUSING

所有信貸交易（包括購買、維護和維修房屋的資金）

If you wish to file a formal complaint with the Division of Human Rights, you must do so within one year after the discrimination occurred. The Division's services are provided free of charge.

如果☒想向人權署提出正式控訴，則須在☒視行為發生之日起一年內提出。人權署免費提供服務。

If you wish to file a complaint in State Court, you may do so within three years of the discrimination. You may not file both with the Division and the State Court.

如果☒想向州法庭提出控訴，☒可以在☒視行為發生之日起三年內提出。☒不得同時向人權署和州法庭提出控訴。

Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You may file a complaint with the Division if you have been retaliated against.

禁止對提出控訴或反☒視性做法實施報復。若☒遭到報復，☒可以向人權署提出控訴。

FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE.

HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

如需更多資訊，請致函或致電離☒最近的人權署辦公室。

總部：ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

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