

NEW YORK STATE
DIVISION OF
**HUMAN
RIGHTS**

**DISCRIMINATION REALLY HURTS.
IF YOU SEE IT OR EXPERIENCE IT, CALL US.
WE'RE HERE.**

(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)

HAY'ADAAN WAXAY HOOS TIMAADAA SHARCIGA CUSUB EE XUQUUQDA AADANAHA EE GOBOLKA NEW YORK (SHARCIGA DHAQAN GALAY, QODOBKA 15)

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

TAKOORKA KU SALEYSAN DA'DA, ISIRKA, DIINTA, MIDABKA, ASAL QARAN, JINSIYADA QOFKA, XAALADDA MILITARIGA QOFKA, AHAASHADA LAB AMA DHEDIG, ITAAL DARIDDA, XAALADDA DHIBANAHA DAGAALADA KA DHACA GURIGA, AMA XAALADDA GUURKA WAXAA MAMNUUCAY SHARCIGA XUQUUQDA AADANAHA EE GOBOLKA NEW YORK XAGGA:

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

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

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.

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

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

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

ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

Also prohibited: commercial boycotts and blockbusting.

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.)

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

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

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

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.

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.

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.

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

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

SHAQADA AY BIXIYAAN SHAQEYEAASHA AFAR QOF AMA KA BADAN, WAKAALADAHA SHAQADA, URURADA SHAQAALAHA IYO BARNAAMIYADA TABABARKA XIRFADDA.

Waxaa kaloo la mamnuucay: takoorka shaqada ku saleysan maalinta la dhowro ee Sabbath ama dhaqamada diinta, xabsi hore ama xukun ku jira diiwaanka, astaamaha genetikada la dhaxlo.

Waxaa dhici karto in loo baahdo in dadka itaalka darran la siiyo tafiilaad macquul ah. Tafiilaadka macquulka ah waa marka qofka lagu kaalmeeyo la qabsiga shaqada ama jawiga shaqada taasoo u suurto gelisa qofka itaalka darran in uu hawlaha lagama maarmaanka ah u qabto hab macquul ah.

KIRADA, KIREYNTA AMA IIBKA GURYAHA, DHUL IYO MEELAHA GANACSIGA

Waxyaabaha ka reeban:

- (1) kirada guryi dabaq ah ee ku dhex yaal guri ka kooban labo qoys uu miilkiilaha daggan yahay
- (2) xaddidaadda la saaro dhamaan qolalka ku yaal guri kuna wajahan dadka isla jinsiga ah
- (3) qolka uu kireeyo qofka daggan guriga ama guryaha dabaqka ah
- (4) iibinta, kirada, ama kirada hoyga guriga gaar ahaan laga kireeyo dadka jira 55 sanno ama ka badan, iyo xaasaska dadkaas.

Waxaa kaloo la mamnuucay: takoorka guryaha ku saleysan xaaladda qoyska (tusaale ahaan qoysaska leh caruurta)

Waxaa kaloo dhici karta in loo baahdo tafiilaad macquulka ah iyo baddaalad loo sameeyo dadka itaalka darran.

HAWLAHA DALLAALADA HANTIDA MAGUURAANKA IYO GANACSATADA

Waxaa kaloo la mamnuucay: qaadacaadda ganacsiga iyo iibka guryaha ka dhasha takoorka.

GOOBAHA DADWEYNAHA, NASASHADA AMA MAAWHEELADA SIDA MAKHAAYADAHA, HOTEELADA, ISBITAALADA, MEELAHA LAGU CAWEEYO IYO XAFIISYADA CAAFIMAADKA

Waxaa ka reeban:

Da'da ma aha sifo la tixgeliyo xagga guryaha dadweynaha.

Waxaa kaloo dhici karta in loo baahdo in dadka itaalka darran la siiyo guryo macquul ah.

(La hirgeliyay laga bilaabo 1 da Janaayo, 2008)

XAYAYSIINTA IYO ARJIYADA LA XARIIRA SHAQADA, HANTIDA MAGUURAANKA, GOOBAHA GURYAHA DADWEYNAHA IYO GANACSIGA DEYNATA

HAY'ADAHA WAXBARASHADA: AAN QOLO QOLO KU SHAQEYNIN, LAGA DHAAFAY CANSHUURTA, DADWEYNAHA AMA GAARKA

DHAMAAN GANACSIGA DEYNATA KANA MID AH MAAL GELINTA LOO SAMEEYO IIBKA, DAYAC TIRKA IYO HAGAAJINTA GURYAHA

Haddii aad dooneysid in aad ashtako rasmi ah u soo gudbisid Qeybta Xuquuqda Aadanaha, waa in aad ku soo gudbisaa muddo hal sanno gudaheeda kaddib marka takoorka lala kulmo. Adeegyada ay Qeybta bixiso waa lacag la'aan.

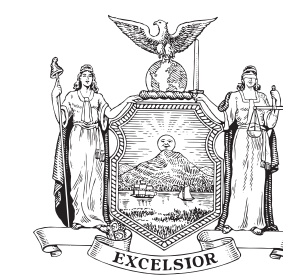
Haddii aad dooneysid in aad ashtako u gudbisid Maxkamadda Gobolka, waa in aad ku soo gudbisid muddo saddax sanno gudaheeda laga bilaabo marka lala kulmo takoorka. Ma u gudbin kartid ahstako Qeybta iyo Maxkamadda Gobolka labadaba.

Waxaa kaloo la mamnuucay aargudashada ka dambeyso soo gudbinta ashtakada. Waxaad ashtako u soo gudbin kartaa Qeybta haddii lagaa aargutay.

SI AAD U HESHID MACLUUJMAAD DHEERAAD AH, U QOR AMA WAC SALDHIGGA XAFIISKA QEYBTA KUUGU DHAW:

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

**TAKOORKA WUU DHAAWACAA DHAB AHAAN.
HADDII ADIGA AMA DAD KALE AAD U NOQOTAAN
DHIBANE, NA SOO WAC.
WAXAAN HALKAAN U JOOGNAA IN AAN IDIN ADEEGNO.
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GOBOLKA NEW YORK
Q E Y B T A
XUQUUQDA
AADANAHA