

## FAQs

### What evidence do I need to present when reporting a discriminatory act to the Commission?

All we need from you is to hear about your experience. Just call the Commission and tell us what happened.

### Who can be liable for discriminatory harassment?

Everyone is prohibited from committing acts of discriminatory harassment. This means you can report a discriminatory act committed by a person who attacks you on the street, a neighbor who harasses you, or a fellow passenger on the bus, regardless of your relationship to that person.

### Is hateful graffiti discriminatory harassment?

Hateful graffiti can be discriminatory harassment if it interferes with someone's rights, for instance, to enter a park or a school.

### Why should I report discriminatory acts to the Commission?

The Commission can work with you and with community members in your area to prevent acts like this from happening again. You can even make an anonymous report. The Commission will also consider requests for U-visa certifications and declarations in support of T-visas for individuals who have information that will be helpful in investigating a claim of discriminatory harassment.

### What type of measures can the Commission take against a perpetrator?

When you bring a claim against a perpetrator, if the claim is successful, the Commission can get an order demanding that the discriminatory harassment stop. The Commission can order the harasser to pay compensation for emotional harm and civil penalties and for out-of-pocket expenses.

# DISCRIMINATORY HARASSMENT

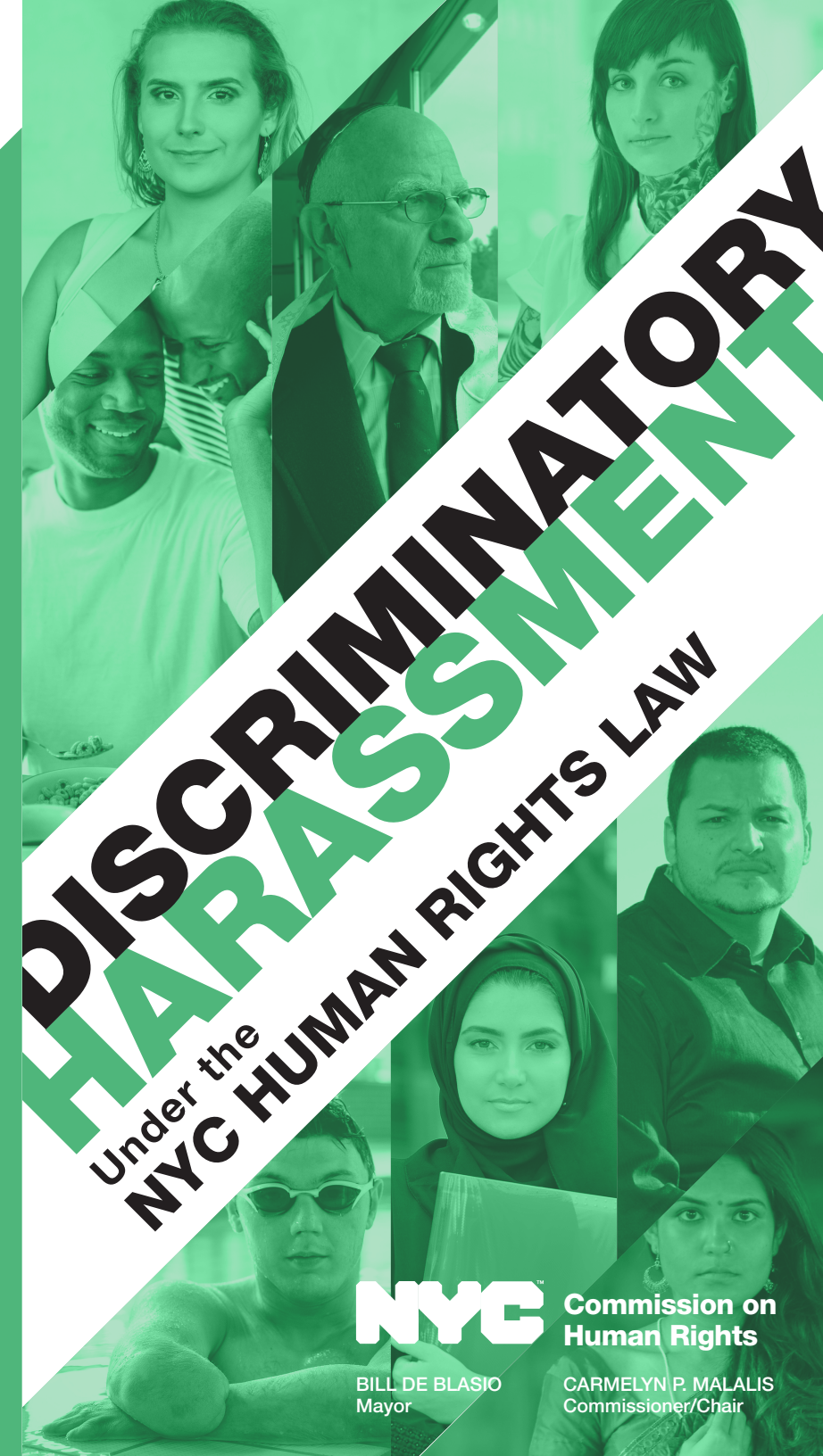
is not tolerated in NYC

Please call **311** and ask for the NYC Commission on Human Rights if another person threatens, harasses, or intimidates you, or uses violence or coercion against you, because of your protected status such as race, color, religion/creed, national origin, gender, gender identity, disability, sexual orientation, immigration status, or other protected status.

These acts are prohibited by the NYC Human Rights Law.

    @NYCCHR

[NYC.gov/HumanRights](https://nyc.gov/HumanRights)



**NYC**

BILL DE BLASIO  
Mayor

**Commission on  
Human Rights**

CARMELYN P. MALALIS  
Commissioner/Chair

# DISCRIMINATORY HARASSMENT

Targeted in your neighborhood because of your race or religion?  
Harassed because you are transgender?  
Screamed at because you spoke in a foreign language to  
your family?

**Discriminatory harassment**  
includes threats, intimidation,  
harassment, coercion, or violence that:

- 1** interferes with a person's civil or constitutional rights; and
- 2** is motivated in part by that person's actual or perceived protected status – for example, race, religion, color, national origin, gender, gender identity, sexual orientation, age, disability, or immigration status.

## Scenarios to help you identify Discriminatory Harassment:

In a college cafeteria, a group of college students surround a table of Latino students, chanting "build the wall," telling them they will soon be deported.

On the bus, a passenger confronts a woman wearing a hijab, yelling at her and telling her she has to take it off or get off the bus. She turns away to try to ignore him, but he doesn't stop until finally, at the next stop, she gets off the bus.

An Asian American man is egged and the attackers yell, "Go back to China!" as they run away.

Gwen, who is Black, is active on social media, often sharing pictures of herself working in her garden. One day, a white male user comments on one of her posts saying 'you'll be doing that work in my yard soon.' Later he writes "KKK" in response to one of her posts.

Merrell, who is a trans woman, tries to enter an upscale women's clothing store, but a passerby steps into her way, saying, "you can't shop in here." When she tries to step around, the woman says, "drag queens aren't allowed" and blocks her way until Merrell moves on quickly before the woman gets too loud.

## Bias Response Team at the NYC Commission on Human Rights

The Commission's Bias Response Team under the Community Relations Bureau leads the Commission's response to bias incidents across the city.

This includes:

- Gathering and confirming information regarding the incident(s).
- Identifying and evaluating the nature of the incident(s).
- Assigning staff to respond.
- Identifying community leaders, organizations, and other parties to contact and partner with.
- Providing resources and follow-up actions with community leaders and other concerned parties.
- Coordinating with Law Enforcement Bureau for possible investigation and prosecution.

The Bias Response Team coordinates proper outreach activities and educational materials in this area.  
To contact this team, please email:

[biasresponse@cchr.nyc.gov](mailto:biasresponse@cchr.nyc.gov)

