

NEW YORK CITY COMMISSION ON HUMAN RIGHTS

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Annual Report

MICHAEL R. BLOOMBERG, Mayor
PATRICIA L. GATLING, Commissioner/Chair



2012 Annual Report

NEW YORK CITY COMMISSION ON HUMAN RIGHTS



MICHAEL R. BLOOMBERG, MAYOR

PATRICIA L. GATLING, COMMISSIONER/CHAIR

NEW YORK CITY COMMISSION ON HUMAN RIGHTS

Message from the Mayor



New York City is the most diverse city in the world – a place where 200 languages are spoken on the streets. Individuals from every corner of the globe come here seeking opportunity and freedom, and we not only welcome them with open arms – we’re determined to ensure that all New Yorkers are treated equally under the law.

We are committed to protecting the civil rights of all who work in, live in, or visit New York City. Discrimination is against the law in New York City and has no place here. The NYC Human Rights Law is one of the strongest and most comprehensive civil rights laws in the

nation, ensuring that everyone is treated fairly, with the widest possible choices in employment, housing, and public accommodations equally available to each.

At the start of our administration in 2002, I appointed Brooklyn prosecutor Patricia L. Gatling to head our anti-discrimination efforts at the New York City Commission on Human Rights. Since then, she and her dedicated team of attorneys and Human Rights Specialists have brought justice to thousands of individuals seeking resolutions to their complaints of discrimination, and they have educated many more about the Human Rights Law.

I am proud of the vital contributions that the New York City Commission on Human Rights has made to our city, and I invite you to learn more about the Commission’s work in its 2012 Annual Report.



Michael R. Bloomberg

Message from the Commissioner



Before I reflect on our work and our 2012 accomplishments, I would like share some thoughts on my staff here at the Commission. Just one day after Hurricane Sandy struck, shutting our lower Manhattan office for over two months, we continued to operate out of our borough-based Community Service Centers, taking discrimination complaints and inquiries from the public. Despite all the obstacles they faced with the lack of public transportation, bridge and tunnel closures, and gasoline shortages, I am proud that our attorneys, Human Rights Specialists, and support staff, brought their own laptops, doubled up at desks, and continued to serve the public. This says a lot about their dedication to fighting discrimination.

In the 2011 Annual Report, I spoke about our groundbreaking disability case where a Bronx State Supreme Court Judge upheld our Order stating that front door access must always be provided unless proven that the request is an undue hardship financially or architecturally infeasible. Following another appeal, Co-op City's owner, Riverbay Corporation signed a stipulation with this disabled tenant at the end of 2012, finally agreeing to make the building's front entrance accessible. As with our original Order, upheld in the NYS Supreme Court, this agreement provides a positive impact for thousands of individuals.

Last year, we received 5,035 inquiries about discrimination. From those inquiries, our Law Enforcement Bureau conducted 1,395 interviews of potential complainants, resulting in the filing of 442 new cases. You can read more about the work of our Law Enforcement Bureau in this Annual Report.

Use of digital technology last year increased our public education efforts. In April, we launched our third website since 2002, *Fair Housing NYC*, and expect to launch a new Commission website in early Spring 2013. DoITT (Dept. of Information Technology & Telecommunications) is currently building the new site that will be easier to navigate and access information. The site will include short instructional videos, with some directed to people with disabilities and a series of Public Service Announcements (PSAs) aimed at preventing bias and bullying behavior. One of those PSAs -- *Words Hurt Anywhere* -- is quite powerful and has been airing on NY life/CH 25 two to three times a day since it was produced. The PSAs are also part of the Commission's school and community presentations.

This year, we created a Commission Facebook page to inform the public of our activities and remind individuals that they can come to the Commission to file a discrimination complaint. We also created a Facebook page to correspond with the *Fair Housing NYC* website.

With assistance from the City's Housing Preservation and Development agency, the Commission teamed up with Columbia University's Center for the Study of Development Strategies, to conduct a Fair Housing research initiative studying the effectiveness of different types of anti-discrimination messaging and the effect they have on whether a housing provider will or will not discriminate. The results of this research could shape the manner that the Commission and others deliver these messages in the future.

Last summer, we expanded our outreach to small business owners and their organizations, including Business Improvement Districts and Chambers of Commerce, creating a new program: Fair Business Practice. We developed presentations to help small business owners understand our Law including responsibilities as employers, responsibilities in customer service, and responsibilities to make businesses accessible to persons with disabilities.

As this administration comes to a close, I recall those early days when we arrived in 2002. The City Bar had recommended shutting the Commission down for six months because a 5,000 case backlog in 2002 had seriously diminished its capacity to investigate old cases and file new ones. As former prosecutors accustomed to handling large caseloads in a timely manner, we investigated each case, came to a determination and just resolution, obtained nearly a million dollars in cash settlements for those complainants aggrieved by violations of the Human Rights Law, and eliminated that backlog within our first year while filing and investigating new cases. Today, approximately 85% of our cases are resolved in less than one year.

I am proud to serve as this City's Human Rights Commissioner, proud of our achievements as reflected in this Annual Report, and proud to bring justice to so many individuals through the years who have sought resolutions to their issues of discrimination. I am especially grateful to Mayor Bloomberg for the opportunity to continue promoting and protecting the civil rights of all New Yorkers and visitors to our City.

A handwritten signature in black ink that reads "Patricia L. Gatling". The signature is written in a cursive, flowing style.

Patricia L. Gatling

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Introduction

The New York City Human Rights Law is one of the most comprehensive civil rights laws in the nation. The Law prohibits discrimination in employment, housing and public accommodations based on race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, marital status and partnership status. In addition, the Law affords protection against discrimination in employment based on arrest or conviction record and status as a victim of domestic violence, stalking and sex offenses. In housing, the Law affords additional protections based on lawful occupation, family status, and any lawful source of income. The City Human Rights Law also prohibits retaliation and bias-related harassment.

The New York City Commission on Human Rights is charged with the enforcement of the Human Rights Law, Title 8 of the Administrative Code of the City of New York, and with educating the public and encouraging positive community relations. The Commission is divided into two major bureaus -- Law Enforcement and Community Relations. The Law Enforcement Bureau is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law. The Community Relations Bureau helps cultivate understanding and respect among the City's many diverse communities through its borough-based Community Service Centers and numerous educational and outreach programs.

Law Enforcement Bureau

The Commission's Law Enforcement Bureau (LEB) enforces the NYC Human Rights Law. LEB is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law.

The number of new cases the Commission filed in 2012 was 442; 63% of those cases were in employment, 22% in housing, and 15% in public accommodation.* In addition, the Commission successfully resolved 182 allegations of discrimination through pre-complaint intervention; 167 of those are in the area of disability accommodations. Pre-complaint intervention assures a speedy resolution without the necessity of filing a complaint, avoiding costly and lengthy litigation.

The following three examples illustrate successful pre-complaint interventions.

- One pre-complaint intervention involved an African-American employee of a Manhattan market who was dismissed from her job as a cashier after she believed the Hispanic manager favored the Hispanic employees and had not properly trained her. LEB successfully intervened, getting a job reinstatement for the employee and anti-discrimination training for the staff.
- LEB successfully intervened on behalf of a Brooklyn tenant who was denied access to the building's backyard to store a wheelchair for her disabled son. LEB spoke with the management company, who agreed to provide the tenant with a key to the backyard space for wheelchair storage, thereby accommodating an individual with a disability.
- LEB successfully intervened on behalf of a disabled shopper who could not gain access to two food markets in Brooklyn because of her wheelchair. Both store owners were informed of their obligations

under the City Human Rights Law and agreed to educate their security personnel stationed at the locked gates to immediately unlock them when a disabled individual approaches.

In addition to the 182 allegations resolved through pre-complaint intervention, the Commission resolved 403 filed cases. The average amount of time it took to resolve all these cases was 351 days. The Commission's two-pronged approach – an intensive initial interview of the complainant followed by an immediate investigation of the facts alleged – provides investigators with a greater ability to gather evidence, identify witnesses, and build the strongest case. This successful approach is responsible for a significant increase in Probable Cause Determinations and Settlements since 2002.

During 2012, 84% of the pending cases at the Commission were under one year old, as compared to just 14% at the beginning of this administration. In 2012, there was 1 case older than three years as compared to 2002, when there were 2,224 cases at the Commission three years or older. The overall reduction in cases since 2002 has given investigators the ability to focus on current cases and not be burdened with overwhelming case loads.

Orders

In 2012, the Commission issued two post-trial Orders.

- On March 22, 2012, the Commission ordered a Manhattan bar owner pay a fine to the City of New York in the amount of \$7,500 and provide training to its employees about their obligations under the City Human Rights Law. The owner had posted a discriminatory advertisement offering a 'female-only' position.

*The Commission did file 1 Bias-Related Harassment case and 1 Boycott case, but the numbers were too insignificant to include as separate percentages of the total filed cases.

- On April 24, 2012, the Commission ordered a Queens apartment building owner to pay \$75,000 to a tenant and a \$125,000 fine to the City. The owner was also ordered to install a wheelchair accessible entrance to the tenant’s apartment by converting the existing kitchen window into a doorway and installing a ramp at that doorway.

Fines

In 2012, the Commission assessed fines totaling \$340,500.

Settlements

The Commission has the authority to obtain cash settlements for those aggrieved by violations of the Human Rights Law. In 2012, the total dollar value of the settlements was \$626,812. Non-cash settlements successfully negotiated by the

Commission include rehiring, policy changes, and modifications for accessibility.

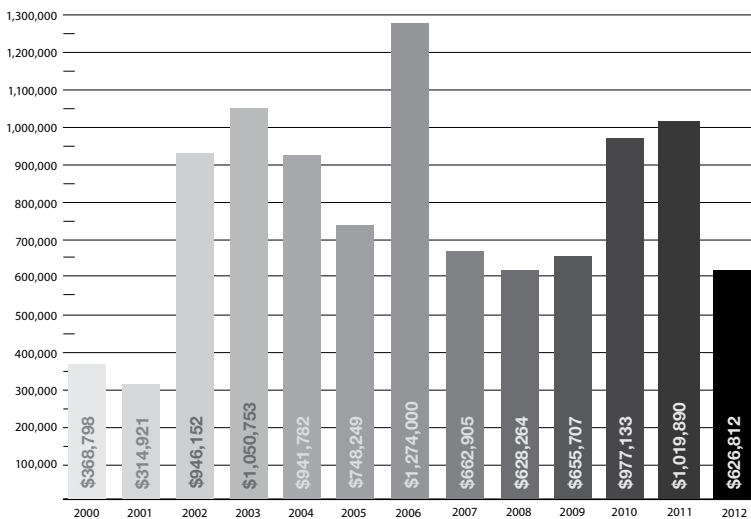
Disability Access

Many of New York’s buildings, stores, and other public accommodations are not accessible to people with disabilities. As a result of its aggressive efforts in 2012, the Commission successfully negotiated 167 modifications for individuals with disabilities; more than double the amount in 2002. Most of these modifications were accomplished through pre-complaint intervention. (See page 11.)

The Equal Access Program assists the disabled community by identifying architectural and financial resources that are available, advocating for the disabled when dealing with landlords and/or service providers, and assisting with legal actions if intervention fails. Community Relations staff, trained

Continued on page 7

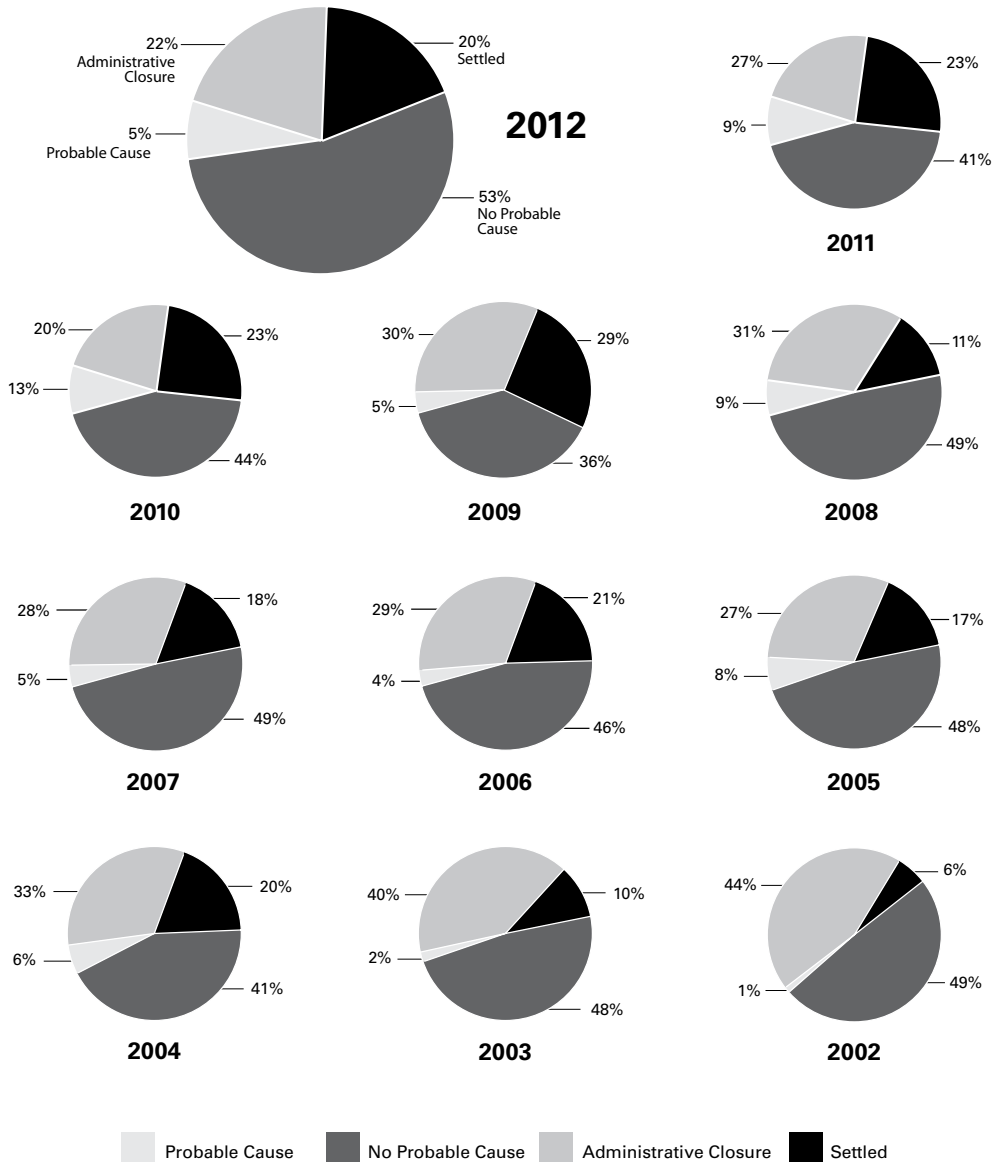
SETTLEMENTS



Determinations and Resolutions

The chart below indicates the percentage of cases that resulted in determinations, settlements, and administrative closures

DETERMINATIONS AND RESOLUTIONS



in conducting investigations at various sites requiring disability access, have coordinated their efforts with the Law Enforcement Bureau.

Modifications secured through the Commission include: installing electronic doors, railings, grab bars in a bathroom, accessible toilets, signage, bell and signage, interior lift, and permanent and portable ramps -- both interior and exterior; storage provided for a wheelchair lift in the building lobby; elevator service provided to basement; accessible check-out lines installed; tenant moved to an accessible apartment; tenant compensated for other living accommodations while elevator under repair; tenant provided with larger apartment to accommodate hospital equipment and live-in attendant; key provided for accessible entrance; meeting changed to an accessible location; interpreter provided at a women’s shelter; policy change to permit service animals in a restaurant;

rug removed due to allergies; pool steps ramped and railing installed in a pool; bathtub modified for access; accessible parking space provided; and widening of aisles at a market.

Accommodations in 2012 that impact more individuals include: independent access to elevators at a botanical gardens and access to its gardens, accessibility lift installed at a health club, admission counter lowered at a museum, expansion of disability seating at a major sports arena, and a looping system installed at a major train terminal making 2 ticketing windows accessible to people with auditory disabilities.

LEB Staff

The Law Enforcement Bureau consists of 16 attorneys, 3 Human Rights Specialists, including one retired NYPD officer, and 4 support staff members.

COMPLAINT PROCESS

INTAKE	Attorneys conduct the interview and try to intervene and resolve the issue before generating a complaint.
COMPLAINT IS FILED	Office of Docketing files and serves the complaint; sometimes parties are invited to mediate.
INVESTIGATION	Attorneys interview witnesses, review documents.
DETERMINATION	Probable Cause: refer to OATH for trial. No Probable Cause: case is dismissed, complainant may appeal to the Commissioner.
THE HEARING PROCESS	Administrative Law Judge holds a pre-trial conference. If case does not settle, Administrative Law Judge conducts a hearing and issues a Report and Recommendation.
FINAL DECISION AND ORDER	The Commission issues a Final Decision and Order. If no liability found: case dismissed. If liability found: relief ordered.

CASES FILED

EMPLOYMENT Protected Classes	2010	2011	2012
Age	27	15	41
Creed	22	11	19
Disability	84	56	84
Alienage	2	1	0
Color	5	5	4
National Origin	34	29	27
Sexual Orientation	9	8	9
Race	56	48	50
Gender*	81	77	86
Arrest Record	3	1	6
Conviction Record	21	10	6
Domestic Violence	3	1	3
Citizenship Status	1	1	1
Partnership Status	0	0	0
Marital Status	1	2	6
Retaliation***	54	39	44
Interference with Protected Rights***	0	0	1
Violation of Coalition Agreement***	0	0	1
Relationship by Association***	0	0	2

HOUSING Protected Classes	2010	2011	2012
Age	6	3	2
Creed	2	0	5
Disability	32	26	39
Alienage	0	1	1
Lawful Source of Income	24	19	19
Gender*	3	3	5
Color	3	1	2
Marital Status	0	3	4
National Origin	6	1	6
Sexual Orientation	6	4	6
Race	21	8	11
Presence of Children**	10	7	8
Lawful Occupation	2	1	0
Citizenship Status	0	0	1
Partnership Status	0	0	0
Retaliation***	3	4	3
Interference with Protected Rights***	0	0	0
Violation of Coalition Agreement***	0	0	0
Relationship by Association***	0	0	4

PUBLIC ACCOMMODATION Protected Classes	2010	2011	2012
Age	2	0	1
Creed	6	3	8
Disability	19	17	26
Alienage	0	0	1
Color	2	3	8
National Origin	5	5	5
Sexual Orientation	4	5	3
Race	16	19	20
Gender*	8	3	12
Citizenship Status	0	1	1
Partnership Status	0	0	0
Retaliation***	3	1	0
Interference with Protected Rights***	0	0	0
Violation of Coalition Agreement***	0	0	0
Relationship by Association***	0	0	2

BIAS-RELATED Protected Classes	2010	2011	2012
Disability	0	1	0
National Origin	2	0	0
Sexual Orientation	1	1	1
Race	1	0	0

BOYCOTT/ BLACKLISTING Protected Classes	2010	2011	2012
Race	0	0	1
Color	0	0	1

MEDIATION Protected Classes	2010	2011	2012
Cases	2	9	3
Closed	2	9	1
Successfully Settled	2	9	3
Unsuccessful, returned to LEB	0	0	0
Conferences	2	9	3

Note: Many cases are filed under several protected classes. Protected classes vary among protected areas i.e. employment, housing, and public accommodations.

***Includes Gender Identity and Sexual Harassment.**

****Includes children that are, may be, or would be residing there.**

*****Not a protected class but an area of jurisdiction.**

Inquiries

2010 Protected Classes	Employment	Housing	Public Accommodation	Bias-Related Harassment	Other*	Total
Age	141	32	16	3	4	196
Religion/Creed	43	17	34	1	7	102
Disability	238	229	110	1	18	596
Alienage/Citizenship Status	11	10	5	0	4	30
Color	102	35	60	4	7	208
National Origin	215	80	80	5	17	397
Sexual Orientation	47	26	18	4	4	99
Race	224	102	134	6	17	483
Gender**	172	7	22	1	6	208
Arrest Record	19	0	0	0	1	20
Conviction Record	60	0	0	0	4	64
Domestic Violence	7	0	0	0	0	7
Partnership Status	2	3	5	0	1	11
Marital Status	7	8	0	0	2	17
Lawful Source of Income	0	151	0	0	2	153
Lawful Occupation	0	7	0	0	1	8
Presence of Children***	0	30	0	0	1	31
Retaliation****	28	3	1	0	1	33
Non-stated*****	1,140	863	627	30	1,137	3,797

2012 Protected Classes	Employment	Housing	Public Accommodation	Bias-Related Harassment	Other*	Total
Age	76	22	15	1	40	154
Religion/Creed	23	25	23	5	21	97
Disability	186	241	135	3	178	743
Alienage/Citizenship Status	14	7	4	1	6	32
Color	84	36	61	4	49	234
National Origin	146	66	75	7	59	353
Sexual Orientation	25	19	19	3	23	89
Race	170	88	130	5	102	495
Gender**	82	26	21	0	39	168
Arrest Record	17	3	1	0	10	31
Conviction Record	37	15	2	0	17	71
Domestic Violence	2	1	0	0	1	4
Partnership Status	0	0	2	0	0	2
Marital Status	8	15	2	0	8	33
Lawful Source of Income	0	46	2	0	10	58
Lawful Occupation	0	10	0	0	4	14
Presence of Children***	0	14	0	0	3	17
Retaliation****	28	6	4	0	15	53
Non-stated*****	627	531	349	11	869	2,387

2011 Protected Classes	Employment	Housing	Public Accommodation	Bias-Related Harassment	Other*	Total
Age	107	37	33	1	19	197
Religion/Creed	37	30	36	4	8	115
Disability	183	242	171	4	96	696
Alienage/Citizenship Status	14	16	6	1	9	46
Color	110	52	81	9	15	267
National Origin	191	83	77	4	18	373
Sexual Orientation	31	29	18	3	10	91
Race	195	97	131	6	36	465
Gender**	121	22	21	3	11	178
Arrest Record	11	0	0	0	3	14
Conviction Record	47	0	0	0	13	60
Domestic Violence	3	0	0	0	4	7
Partnership Status	3	2	3	0	1	9
Marital Status	5	7	2	0	2	16
Lawful Source of Income	0	51	0	0	5	56
Lawful Occupation	0	13	0	0	5	18
Presence of Children***	0	37	0	0	3	40
Retaliation****	45	7	3	1	5	61
Non-stated*****	911	777	568	14	1,156	3,426

LIMITED ENGLISH PROFICIENCY Languages	2009	2010	2011	2012
Albanian	0	0	0	1
Arabic	3	5	5	2
Bengali	0	0	3	1
Cantonese	8	13	22	5
Chinese	0	1	2	1
Farsi	0	0	1	0
French	0	3	1	0
Haitian Creole	0	1	1	2
Hebrew	0	1	0	0
Japanese	0	1	0	1
Korean	4	1	4	7
Mandarin	20	16	19	17
Polish	0	2	0	3
Portuguese	1	1	0	0
Punjabi	1	9	1	0
Romanian	0	0	0	1
Russian	20	0	12	8
Spanish	364	490	470	505
Tagalog	0	1	1	1
Turkish	0	1	0	0
Ukrainian	1	0	0	0

*Inquiries based on a protected class but not an area of jurisdiction.

**Includes Gender Identity and Sexual Harassment.

***Includes children that are, may be, or would be residing there.

****Not a protected class but an area of jurisdiction.

*****Inquiries that did not state a protected class.

Community Relations Bureau

The Law charges the Commission with educating the public about the protections of the Law and encouraging understanding and respect among New York City's many communities. To address this mission, the Community Relations Bureau (CRB) provides services through the Commission's five borough-based Community Service Centers.

The various services of the Community Relations Bureau's field operation compose its Neighborhood Human Rights Program (NHRP). The NHRP works on a local level with block, tenant, religious, educational, merchant, and community groups to improve and stabilize communities by: supporting civic leadership and community organizations, educating community members about the protections they have under the Human Rights Law, and connecting them to the Commission's law enforcement functions and other City services.

Each field office, or Community Service Center, offers the Commission's many services including: Immigrant Employment Rights training; Equal Access (disability access) investigations, workshops, and pre-complaint resolutions; School Program sessions (NYC Human Rights Law, Sexual Harassment, Cyberbullying, and Conflict Resolution); Peer Mediation Training in high and middle schools; Employment Discrimination workshops in workforce development settings, Employment Discrimination workshops for incarcerated and formerly incarcerated individuals; Fair Housing activities and Mortgage Counseling and Predatory Loan Prevention; and Fair Business Practice trainings to help small business owners understand the NYC Human Rights Law. Dedicated teams of Human Rights Specialists staff each borough office.

As part of a comprehensive public education campaign, the Commission published its informational booklet in top languages spoken by New Yorkers, including Chinese, English, French, Haitian Creole, Korean, Russian, and Spanish. The booklets appear on the Commission's website: www.nyc.gov/cchr. In addition to those languages, some of the Commission's info cards are printed in Arabic, Urdu, and Polish.

The Commission maintains its aggressive public education through the programs it provides.

Immigrant Employment Rights

The Commission conducted 269 workshops, ESOL classes, and other outreach events during 2012 to inform immigrant workers, employers, and immigrant advocacy organizations about their rights and obligations under Federal and City laws. These discussions, instructions in adult literacy classes, presentations to new citizens, literature, and other workshops explained discrimination based on national origin and citizenship or alienage status. The citywide presentations were conducted in English, Spanish, Chinese, and French.

The Commission's ESOL classes teach immigrant employment rights to adult students at the beginning/intermediate and advanced levels using an interactive level-appropriate DVD workbook. The Commission has also prepared beginning/intermediate and advanced workbooks for ESOL teachers with lesson plans and supplemental information. While advancing the students' literacy goals, the classes teach key points in hiring (I-9 form, interview questions, acceptable documents for work authorization, E-Verify, and establishing identity) and discrimination on the job (English-only policies, dress, accent). The Commission conducted 54 ESOL sessions, reaching 992 students and teachers with this important information.

Discrimination in Employment

During 2012, CRB continued its workforce development program *Working for Real: Employment Rights and Discrimination in the Workplace*. This anti-discrimination program provides workshops throughout the City's many workforce development and other back-to-work agencies. The program highlights employment information, recognizing and responding to employment discrimination, sexual harassment in the workplace, and specific resources for the disabled, individuals with arrest and/or conviction records, and victims of sexual harassment. Recessionary economics and high unemployment have supported the need for these

workshops at multi-site organizations such as Goodwill Industries and FECS and many other community-based venues.

The Commission also expanded its workshop format for people who are incarcerated or formerly incarcerated, conducting 200 workshops for 7,350 individuals through a large re-entry network including, for example, Alpha School/Center for Progressive Living, ComALERT, Serendipity 1 and 2, Fortune Society, and the Women's Prison Association. Weekly workshops at one of the 16 Rikers Island facilities are coordinated through the City's Department of Correction. These workshops emphasize employment protections under the Law, City-wide services, voting rights, and helpful resources.

Equal Access

The CRB staff continued its effective Equal Access Program in conjunction with LEB by regularly conducting workshops and investigations. They also provide pre-complaint intervention when individuals experience accessibility problems. As a result, CRB staff successfully negotiated 160 modifications during 2012 through pre-complaint intervention, and LEB negotiated an additional 7 modifications.

Examples of modifications secured in 2012 through the Commission are listed on page 7 in this report.

School Program

Commission staff members visited 33 City schools and 21 youth centers in 2012. They conducted 467 sessions and taught over 10,532 students in grades 6-12. The classes cover: the Human Rights Law, Sexual Harassment, Conflict Resolution, Cyberbullying, and Peer Mediation. The Conflict Resolution workshops often lead to the schools' interest in the Commission's Peer Mediation Training Program.

The Commission's Peer Mediation Training Program establishes a program in the school and prepares middle and high school students to become Peer Mediators. These student mediators then assist their peers in resolving differences before they

escalate into violence. CRB's approach to teaching peer mediation is grounded in the principles that underlie the Human Rights Law -- tolerance, human dignity, and respect. The 8-10 week program also teaches these young students valuable life skills such as patience, persistence, active listening, and problem solving, while presenting alternatives to threats and violence. Students, faculty, and staff benefit from the program. Approximately 20 students per school participate in the Peer Mediation Training Program. The Commission uses its *Talk it Over: A Peer Mediator's Guide* to assist the student mediators with the mediation process. A Commission-authored training manual is left with the school to assist the school coordinator in training additional students to sustain the program.

During 2012, 156 high school students from 11 schools throughout the City graduated from the Peer Mediation Training Program.

Fair Housing

The Commission participates in many activities to promote fair housing -- equal housing opportunity under the law. These activities include: fair housing training for providers and protected groups; resolution of informal housing complaints, particularly those that are disability-related; investigation of unlawful real estate practices; providing technical assistance to tenants as part of the Citywide Task Force on Housing Court; and active participation in community activities that encourage harmonious intergroup relations and neighborhood stability.

The Commission is collaborating with a research team from Columbia University's Center for the Study of Development Strategies on a "NYC Housing Discrimination Study." Through testing, the study investigates the following question: What is the impact of administering different treatment messages targeted at landlords and brokers on levels of net discrimination against black and Hispanic testers who interact with these landlords and brokers?

Following a pilot study, the research team is underway with the scale-up testing to complete

1,000 tests and analyze the experimental treatments and outcome measures by Spring, 2013. The research is being funded by NYC Department of Housing Preservation and Development, NYC Commission on Human Rights, the Russell Sage Foundation, and Columbia University. In 2012, CRB delivered 127 Fair Housing workshops.

Mortgage Counseling and Predatory Loan Prevention

The Commission's 4 trained counselors are assigned to each of the Commission's borough-based Community Service Centers. The Commission is a HUD-certified Housing Counseling Agency, receiving most of its clients from HUD when homeownership is in jeopardy.

CRB staff members conduct outreach and counseling services to address the community instability created by predatory lending practices. These practices include excessively high fees and commissions, misrepresentation of the mortgage's terms and conditions, high interest rates, repeated financing of loans, balloon payments, and the financing of high-cost credit insurance. CRB staff provided 627 counseling sessions for 87 homeowners facing foreclosure.

The Commission continued its outreach campaign to complement its counseling services. Staff members distribute information and helpful resources, including consumer and banking information. The Commission also participates in homeownership seminars and predatory lending workshops in communities more vulnerable to this type of discrimination.

Fair Business Practice

The Commission initiated a new program during the summer to educate neighborhood-based businesses about their rights and responsibilities under the Human Rights Law. A business in New York City is a public accommodation, and the NYC Human Rights Law protects individuals from discrimination in this area, guaranteeing consumers the right to full and equal enjoyment of goods, services, facilities, privileges, and advantages of a business. In addition, as employers, small business

owners are subject to the employment provisions of the Law.

Commission staff conducted 36 workshops for Business Improvement Districts, Chambers of Commerce, and other business organizations, covering employment discrimination and public accommodations issues such as accessibility, refusal to serve because a patron is a member of a protected class, and discriminatory advertising.

Other Activities

CRB also continued grant activity from the Christopher and Dana Reeve Foundation to produce a series of 4 short web-based educational videos for individuals with disabilities seeking accessibility solutions.

CRB enhanced its public education by producing Public Service Announcements (PSAs), posted on its website and shown at presentations to schools and community organizations. The PSAs were supplemented in 2012 with funding from the Tiger Baron Foundation, and a group of Queens organizations that include: State Bank of India, Innovative Operations Solutions, GOPIO/Global Organization of People of Indian Origin, H and R Realty, and the Law Firm of Ravi Batra.

By year-end, the Commission delivered 107,164 units of service throughout the five boroughs, a 23% increase from 2011.

The CRB staff delivered 165 workshops in a language other than English. Those languages were: Spanish - 126; Mandarin - 16; French - 4; Russian - 17 and Sign Language - 2.

In addition, the Department of City Planning estimates that nearly 50% of all New Yorkers speak a language other than English at home and, of those, 49% are considered Limited English Proficient (LEP); meaning that 25% of all New Yorkers are LEP. The Commission would estimate that it has provided service to over 27,000 LEP individuals.

CRB Staff

The Community Relations Bureau consists of 24 program and field staff and 4 support staff members.

COMMUNITY PROGRAMS

IMMIGRANT EMPLOYMENT RIGHTS	<p>Program provides presentations and materials on employment and workplace protections for immigrants (City and Federal law) including:</p> <ul style="list-style-type: none"> • immigrant workers, employers, and immigrant advocacy organizations; • ESOL adult literacy students at all learning levels; • ESOL, ESL, GRE, and ABE instructors.
EMPLOYMENT DISCRIMINATION AND THE WORKPLACE	<p>Program provides presentations considering employment rights for:</p> <ul style="list-style-type: none"> • clients in workforce development agencies and other back-to-work programs; • individuals with disabilities; • individuals with arrest and/or conviction records; • victims of domestic violence.
EMPLOYMENT DISCRIMINATION AND REENTRY: <i>TURNING THE GAME AROUND</i>	<p>Program provides presentations and materials considering employment rights for incarcerated and previously incarcerated individuals in:</p> <ul style="list-style-type: none"> • reentry community organizations; • correctional institutions; • parole and probation orientations.
EQUAL ACCESS	<p>Program provides:</p> <ul style="list-style-type: none"> • investigation of individual inquiries (interviews, space assessment, code assessment, analyzing code compliance issues, discussion of the law); • intervention, i.e. educating and negotiating with owners; • group presentations regarding disability rights to consumers, business people, social service agencies, and hospitals; • drafting complaints and follow-up investigations.
SCHOOL PROGRAM	<p>Program provides several curricula, including the "NYC Human Rights Law," "Sexual Harassment," "Cyberbullying," and "Resolving Conflict" to:</p> <ul style="list-style-type: none"> • school classes (grades 6-12) or youth programs; • teacher or counselor, and parent groups.
PEER MEDIATION & COMMUNITY MEDIATION	<p>Program provides:</p> <ul style="list-style-type: none"> • response to mediate bias and other community disputes; • peer mediation programs in schools; • conflict resolution training to personnel from community groups, not-for-profit organizations and schools.
FAIR HOUSING, MORTGAGE COUNSELING & PREDATORY LOAN PREVENTION	<p>Program provides:</p> <ul style="list-style-type: none"> • fair housing training with HPD to contractors and developers; • community or parent group presentations on fair housing provisions of the Law; • weekly assistance in Housing Courts with the Citywide Task Force on Housing Court. • HUD-referred counseling for individuals facing the loss of their homes that includes: <ul style="list-style-type: none"> ■ reviewing in person their financial and mortgage status; ■ writing letters to creditors or banks to negotiate payment; ■ exploring alternatives to foreclosure with individuals and lending institutions; ■ referring cases of suspected predatory lending; ■ distributing literature and participating in housing coalitions; ■ delivering community presentations on predatory lending and foreclosure prevention.
FAIR BUSINESS PRACTICE	<p>Program provides presentations and materials on the Human Rights Law covering employment rights and public accommodation issues like accessibility, refusal of services based on a protected class, and discriminatory advertising for:</p> <ul style="list-style-type: none"> • Business Improvement Districts; • Chambers of Commerce; • Business organizations.

FY 2013 Budget

The Commission’s funding comes primarily from City tax-levy monies and the Federal Community Development Block Grant (CDBG) administered by the US Department of Housing and Urban Development (HUD).

A contract with the Equal Employment Opportunity Commission (EEOC) and supplemental grants from the Tiger Baron Foundation and Queens organizations (State Bank of India, Innovative Operations Solutions, GOPIO/Global Organization of People of Indian Origin, H and R Realty, and the Law Firm of Ravi Batra) provided additional funding.

City Tax-Levy	\$2,305,755
Federal Community Development Block Grant	\$4,055,463
TOTAL	\$6,361,218

Additional Program Grant Funding

EEOC Contract (Workshare agreement)	\$111,800
Tiger Baron Foundation	\$4,000
Queens organizations (State Bank of India, Innovative Operations Solutions, GOPIO/Global Organization of People of Indian Origin, H and R Realty, and the Law Firm of Ravi Batra)	\$5,000
TOTAL	\$120,800

Major Highlights

Launched New Website *Fair Housing NYC*

The Commission, with assistance from the NYC Department of Housing Preservation and Development and DOITT, created a new website, *Fair Housing NYC*, to explain the rights and responsibilities tenants, homeowners, landlords, and building owners have under the NYC Human Rights Law. The new site was launched during National Fair Housing Month in April.

Pregnancy and Employment Rights Campaign

The Commission distributed thousands of bi-lingual Pregnancy & Employment Rights info cards and posters in several languages to clinics, hospitals, community boards, libraries, and community-based organizations throughout the City to inform women of the protections against illegal firing or other actions for pregnant women under the NYC Human Rights Law.

Created/Implemented New Program *Fair Business Practice*

The Commission expanded its outreach to small businesses. Presentations have been developed to help small business owners understand their responsibilities under the NYC Human Rights Law. These presentations cover responsibilities as employers, responsibilities to customers from diverse backgrounds, and responsibilities to make business accessible to persons with disabilities.

Recognizing & Combating Discrimination: Video Production Workshops for Young Adults

The Commission worked with young students from the South Asian community to produce 3 anti-discrimination Public Service Announcements (PSAs), focusing on bullying and cyberbullying. The PSAs are used in hundreds of the Commission's annual presentations in classroom and community settings and are posted on the Commission's website. One of the PSAs continues to air daily on a city-owned cable channel. The Commission partnered with two production groups -- Reenbow Media LLC and The LAMP (Learning About MultiMedia Project).

Expanded Outreach Through the Use of Social Media

The Commission created two separate Facebook pages – one for the Commission and the other for *Fair Housing NYC* where many viewers, especially young people, can find up-to-date information on the work of the Commission and *Fair Housing NYC*.

One City Campaign Displayed in City Subways

The Commission's *From Many Countries, One City* public awareness campaign returned with posters displayed in City subways. An estimated 25 million subway riders viewed the posters that celebrate the City's rich diversity. The successful campaign has run intermittently since 2005 with posters displayed at bus shelters, phone kiosks, NYC Sanitation trucks, schools, libraries, and businesses.

Commission in the News

The Commission's Communications Division works closely with both the Law Enforcement and Community Relations Bureaus to develop a media strategy that would maximize the number of people the Commission reaches, informing them of the Commission's work and the NYC Human Rights Law. Part of this aggressive anti-discrimination campaign included highlighting the Commission's high-profile cases and events in mainstream, ethnic, and community press.

In 2012, the Commission appeared 109 times in the media, with the majority of media appearances prominently featuring the Commission. This number

does not include each media outlet's online version of the story. Additionally, two of the Commission's Public Service Announcements aired 621 times.

Significant placements in both print and electronic media included: The Associated Press, CNN, CBS NY, NY 1 News, Fox 5 News, NYC Media, The Korean Channel, *The NY Times*, *The NY Daily News*, *NY Post*, *NY Law Journal*, *The Wall Street Journal*, *AM New York*, *Staten Island Advance*, *NY Amsterdam News*, *Sing Tao Daily*, *The Korea Daily*, *NY Able*, National Public Radio, and WNYC 93.9 and AM 820. Below and the following page provide a sampling of the Commission's 2012 highlights in the media.

AD CITY TO WAR ON HATE Counters 'savage'

By JENNIFER FERMINO
Travel Reporter

The city is jumping into the sub-way-ad holy war. The Commission on Human Rights is countering controversial billboards that call enemies of Israel "savage" with a new ad campaign promoting the city's diversity. The ad reads, "From many countries, one city" and features a bright red apple covered with a map of the world.

They could go up in subway stations as early as next week, less than a month after the inflammatory ads were placed in 39 subway stations in Manhattan.



CORE BELIEF: This ad commissioned by a city agency touting Big Apple diversity will go up in subways.

NY Post 10/11/12

NYC's Human Rights Commissioner Addresses Issues of Diversity and Inclusion with CLM Forum Attendees

At the recent Claims and Litigation Management Alliance Diversity Forum, a wide ranging audience of professionals from corporations, businesses, and the legal and insurance industries were addressed by Patricia Goffing, commissioner and chair of the New York City Commission on Human Rights. Goffing provided the Forum's keynote speech.

Litigation Management Spring 2012

New York Law Journal

Co-op City Settles Suit Over Handicapped Entry

John Caher
New York Law Journal
12-20-2012

A housing co-op in the Bronx that has been home to figures as diverse as Supreme Court Justice Sonia Sotomayor and "Son of Sam" killer David Berkowitz has paid \$21,000 to resolve a dispute with a handicapped resident who cannot navigate the front door and wouldn't, on principle, use a side door. Under a stipulation of discontinuance, RiverBay Corp. agreed to pay \$16,000 to John Rose and \$5,000 to New York City. It also agreed to make the lobby entrance to Rose's residence in Co-op City accessible by Oct. 1, 2013, or pay the city's Commission on Human Rights \$2,000 per month until the work is done.

NY Law Journal 12/20/12



Queens Chronicle 5/17/12

Scoring a bull's-eye in more ways than one

Youngsters learn about archery as well as humanity and human dignity

By TIMOTHY HARRISON
STATEN ISLAND ADVANCE

The City Commission on Human Rights and the New York Center for Interpersonal Development hosted a workshop on tolerance and respect at Victory Archers, an archery range in Rosebank, for a dozen local children yesterday.



Brown checks on 14-year-old Aiden Edwards of Bulls Head as he aims at a target.

More on the web

For additional photos from the workshop, go to silive.com/photos.

en's archery team at Columbia University, later offered a demonstration to the enthusiastic children and teenagers.

Mr. Brown told the group of his 35 years' experience with the sport, which began when he was 5 after his father gave him a lesson in archery. One student, Aiden Edwards, 14, of Bulls Head, said

Staten Island Advance 7/27/12

Nightclub accused of racism

By ARNOLD DIAZ, Fox 5 News Reporter



New York is famous for its nightlife. As many people have found out, at some of the hottest clubs the bouncers are very picky about who they let in.

Fox News 5/16/12

Local Kids Test Archery Skills In Rosebank

By NY1 News



NY1 VIDEO: Archery coaches taught 25 children how to shoot a bow and arrow Thursday as part of a hands-on workshop in Rosebank.

NY1 News 7/27/12

In Memory of Elsie Richardson

Written by Sady on March 21st, 2012

Brooklyn Historical Society 3/21/12



Human rights group promotes NYC diversity

Oct. 11, 2012, 7:44 a.m. EDT

New York Post

NEW YORK (AP) — The Commission of Human Rights is the latest group to counter anti-Muslim subway ads in New York City. The commission plans to put up ads that tout the Big Apple's diversity. The billboard features a red apple with a map of the world that looks like bites. It reads: "From many countries, one city."

The Associated Press 10/11/12

With Diversity Still Lacking, Industry Focuses on Retention

By TANZINA YEGHA

FOR many in the advertising business, the results of the 2010 census were a tipping point in terms of highlighting the growing importance of minority consumers. It showed that there were more than 36 million Latinos in the United States, nearly 40 million African-Americans and almost 13 million Asians. Nine million people identified themselves as belonging to more than one race. But many advertising agencies and media companies still lack diversity within their own ranks, especially at the higher ranges of the corporate ladder. While the industry has made some efforts to recruit minority employees for more entry-level positions, it has struggled to retain that talent at the executive level. To help remedy the problem of recruitment and retention, the Advertising Club of New York is undertaking an initiative that supports diversity in the advertising industry. It will be called "I require" — the last four letters standing for the goal to promote, attract, retain and train diverse candidates.



Celia Grillo, president and chief executive of the Advertising Club of New York.

Despite years of criticism, a death of minorities at the upper levels of the business.

ers in the United States, 1.9 percent were African-American, 1.3 percent were Hispanic and 1.3 percent were Asian. The low percentages of minorities, particularly African-Americans, has drawn repeated scrutiny. In 2006, after an investigation by the New York City Human Rights Commission, some of

The NY Times 9/4/12

City, State Laws Prohibit Religious Bias in Housing

In their Sept. 5 column on Cooperatives and Condominiums, "Religious Displays in Common Areas," Richard Siegler and Eva Tale state that, "New York has not enacted laws to protect the rights of owners or occupants to erect religious displays..." This statement is incorrect. Local and state human rights laws have

long addressed the issue. The New York City Human Rights Law (Title 8 of the Administrative Code of the City of New York), enforced by the New York City Commission on Human Rights, prohibits discrimination against any person in the terms, conditions and privileges of housing accommodations because of, among other things, the actual or perceived creed of that person. Cooperatives and condominiums are not exempt from the law's prohibitions. Likewise, the New York State

Division on Human Rights enforces the New York State Human Rights Law, which prohibits discrimination on the same basis. See Administrative Code Section 8-107.5(a)(2) and Executive Law Section 296(2). The statutes, and information about the commission and the state division, can be found at www.nyc.gov/cchr and www.dhny.gov.

Patricia L. Gattling, The author is commissioner and chair of the New York City Commission on Human Rights

NY Law Journal 8/14/12

YOU'VE GOT MALE City sting nails club for 'bias' vs. guy 'hostess'

By DAVID SHERMAN, City Hall Bureau Chief

A well-known nightclub owner faces a \$250,000 fine because he wanted to hire a woman as a "door hostess" at Vada Lounge on the Upper East Side and instead down

resources on this innocuous" Bergen, whose "Vada Lounge closed last month, fell prey to the rough-and-tumble nightclub business. In 2009, his old Club New York in Times Square made headlines when Sean "Diddy" Combs was

tion was "strictly for women," but he did offer Mr. Pagan a position as a "promoter," administrative-law Judge Kevin Casey wrote in a decision made public yesterday. Club manager Michael Stein declined over saying anything of the sort and claimed the listing was

Bergen said the experience has left him baffled. "We had more guys as bartenders than female bartenders," he said. Human Rights Commissioner Patricia Gattling offered no explanation.

NY Post 2/28/12

訪法拉盛圖書館新移民英語班 紐市人權專員談移民平權

紐約市人權專員格林(Patricia L. Gattling)昨(2日)借由紐約市華僑團與文探訪館在法拉盛圖書館新移民英語班,並與兩前美南韓人權專員李潔律、金在智等進行交流,討論移民平權及如何在地方案溝通負責人。



圖為紐約市人權專員格林與兩前美南韓人權專員李潔律、金在智等進行交流。

Addressing the Youth

Sing Tao Daily 2/3/12



Thursday, July 26, 2012 4:03 PM

By Jan Sommers-Hammel

At Victoria Archer in Rosebank, the NYC Commission on Human Rights' Patricia Gattling, the NY Center for Interpersonal Discrimination's Exec. Dir. Dominick Brancato, and national archery coach Larry Brown speak to the youth at Playing Fair: Unity Through Archery on Staten Island. July 26, 2012 (Staten Island Advance/Jan Sommers-Hammel)

Staten Island Advance 7/26/12



이경률 광주광역시 인권담당관(오른쪽)이 2일 출렁신 도서관 영어교실 수강생들과 만나 뉴욕 방문 목적을 설명하고 이민자 인권문제에 대해 이야기하고 있다.

“뉴욕 인권시스템 한국에 적용” 광주광역시 전문가들 관련 기관 방문

이경률 광주광역시 인권담당관과 광주발전연구원 김재철 박사가 2일 뉴욕시 인권위원회(이하 인권위)를 방문해 이민자들의 인권 보호 시스템

있는 시스템이 놀랐다"면서 "공립 도서관에서 인권문제를 쉽게 논의할 수 있는 교육 프로그램이 보급돼 있는 것도 인상적"이라고 말했다.

The Korea Daily 2/3/12

Apartheid in clubland?

By AMITY PAYE, AntiNews Web manager

During the Civil Rights Movement, Black people protested not being allowed to eat at the bar. Today, Black and Brown people aren't even allowed into the bar.

if his decision was racially based. But when a group of six white women approached to enter the club as a group, Pasano said, "I'm letting in lovely ladies with lovely hair," later explaining he had said it because he was "proving a point and I wanted them in."

On May 19, a group of four Black women and one Asian woman waited on a long line to get into 230 Fifth, a popular nightclub in New York City. They made it to the front of the line when the bouncer, who declared that his name for the night was Rico Pasano, pulled the group of five woman to the side.

Just 15 minutes later, another group of four Black women was asked to buy \$250 bottle service in order to enter the club. "If you're not a regular, you are a group of five or a group of three or four guys, generally we try mostly after 10 p.m. — we try to get a table with bottle service. What that does is it maximizes the spending per person to \$50, \$60," said Sal Rosenberg, a 230 Fifth manager. "230 Fifth is the type of bar that

NY Amsterdam News 5/31/12

Executive Staff

Patricia L. Gatling

Commissioner/Chair

Cliff Mulqueen

Deputy Commissioner/General Counsel

Lee Hudson

Deputy Commissioner for Community Relations

Carlos Vélez

Executive Director for Law Enforcement

Nimer Basha

Assistant Commissioner for Human Resources

Betsy Herzog

Director of Communications

Commissioners

The Human Rights Commissioners are appointed by the Mayor to serve in a non-salaried position, assisting the Commissioner and Chair, Patricia L. Gatling, in addressing issues of discrimination.

Reverend Dr. Calvin O. Butts III

Pastor of the Abyssinian Baptist Church, one of the founders of the Abyssinian Development Corporation, and President of the State University of New York College at Old Westbury.

Dr. Eda F. Harris-Hastick

ACSW, Ed.D., tenured Professor of Social Work at Medgar Evers College of the City University of New York and a licensed clinical social worker.

William Hibsher

Esq., Litigation Partner at Bryan Cave, LLP in NYC.

Renee Lobo

Producer, broadcast journalist, investigative reporter and anchor for International Television.

Rabbi Haskel Lookstein

Rabbi of Congregation Kehilath Jeshurun and Principal of the Ramaz School.

Grace Lyu-Volckhausen

President of the Tiger Baron Foundation.

Omar T. Mohammedi

Esq., Private attorney specializing in employment discrimination and corporate and real estate transactions.

Dr. Derek Bryson Park

Ph.D., Managing Director at Mahler & Emerson Inc.; Vice-Chair of the NYC Industrial Development Agency; Vice-Chair of the NYC Capital Resource Corporation.

Rabbi Joseph Potasnik

Executive Vice President of the NY Board of Rabbis, Senior Rabbi at Congregation Mt. Sinai in Brooklyn Heights, author, and radio personality and commentator.

Publications

Booklets:

NYC Commission on Human Rights

- English/Chinese
- English/French
- English/Haitian Creole
- English/Korean
- English/Russian
- English/Spanish

Discrimination Against Muslims, Arabs and South Asians in New York City Since 9/11
Survey report

Equal Access: It's the Law
English/Chinese
English/French
English/Korean
English/Russian
English/Spanish

Fair Housing: It's the Law
English/Chinese
English/French
English/Korean
English/Spanish

Guidelines Regarding Gender Identity Discrimination
English/Spanish

*Making It Happen & Staying Home: Services For You**
English/Spanish
Pocket guide for prisoners and formerly incarcerated

Turning the Game Around: NYC Can Help
English/Spanish
Pocket guide for prisoners and formerly incarcerated

Race At Work: Realities of Race and Criminal Record in the NYC Job Market by Dr. Devah Pager and Dr. Bruce Western
Report on the impact of race, ethnicity and criminal records on securing entry-level positions in NYC

*Talk It Over—A Peer Mediator's Guide**

The NYC Human Rights Law: Administrative Code of the City of NY Title 8

The Right to Work: Understanding Immigrant Employment Rights
Beginner/Intermediate and Advanced Levels

Cards:

- Commission Offices, Law, and Services
English/Spanish
- Cyberbullying
English/Spanish

Domestic Violence and Employment Rights

- English/Arabic
- English/Chinese
- English/Haitian Creole
- English/Korean
- English/Polish
- English/Russian
- English/Spanish
- English/Urdu

Employment Discrimination
English/Spanish

Fair Business Practice
English/Chinese
English/French
English/Haitian Creole
English/Korean
English/Russian
English/Spanish

Fair Housing
English/Chinese
English/French
English/Haitian Creole
English/Korean
English/Russian
English/Spanish

Gender Identity

Housing Discrimination
English/Chinese
English/Haitian Creole
English/Italian
English/Korean
English/Russian
English/Spanish

Immigrant Employment Rights
English/Chinese
English/French
English/Haitian Creole
English/Korean
English/Polish
English/Russian
English/Spanish

Mortgage Counseling
English/Spanish

Peer Mediation

Pregnancy and Employment Rights
English/Chinese
English/French
English/Russian
English/Spanish

School Program

Sexual Harassment
English/French
English/Spanish

Brochure:

- Mediation Questions and Answers**
- Sexual Harassment in the Workplace*
English
Spanish

CCHR Newsletters:

2002 – 2010

Immigrants and New Citizens
2011 – 2012*

Annual Reports:

2002 – 2012 Available online:
www.nyc.gov/cchr

Posters:

Fair Housing

- English
- Spanish
- Multi-lingual

From Many Countries, One City
Multi-lingual

Pregnancy and Employment Rights

- Chinese
- English
- Russian
- Spanish

CD-ROM:

Discrimination and Race Relations: Selected Reports From the NYC Commission on Human Rights (1935 – 2005)

100 selected major reports, speeches, surveys, documents, testimony from public hearings, and policy papers since the Commission's earliest days in 1934 as a voluntary mayoral committee

DVDs:

Fighting for Justice: NY Voices of the Civil Rights Movement
Apollo Panel Discussion
NYC TV Broadcast copy
Esther Cooper Jackson
Clifford L. Alexander, Jr.
Elsie Richardson

PSAs:

Words Hurt Anywhere
Bedrooms
Texting

*Currently not available online

Office Locations/Contact Information

Main Office

Dial 311 or Tel: (212) 306-7500

Fax: (212) 306-7658

NY Relay Services:

(800) 421-1220 English

(877) 662-4886 Spanish

711

For Mortgage Counseling Services, call

Brooklyn and Queens

(718) 657-2465

Bronx

(718) 579-6900

Manhattan and Staten Island

(212) 306-5070

Website

www.nyc.gov/cchr

Community Service Centers

Manhattan

40 Rector Street, 10th Floor

New York, NY 10006

Queens

153-01 Jamaica Avenue, 2nd Floor

Jamaica, NY 11432

Bronx

1932 Arthur Avenue, Room 203A

Bronx, NY 10457

Staten Island

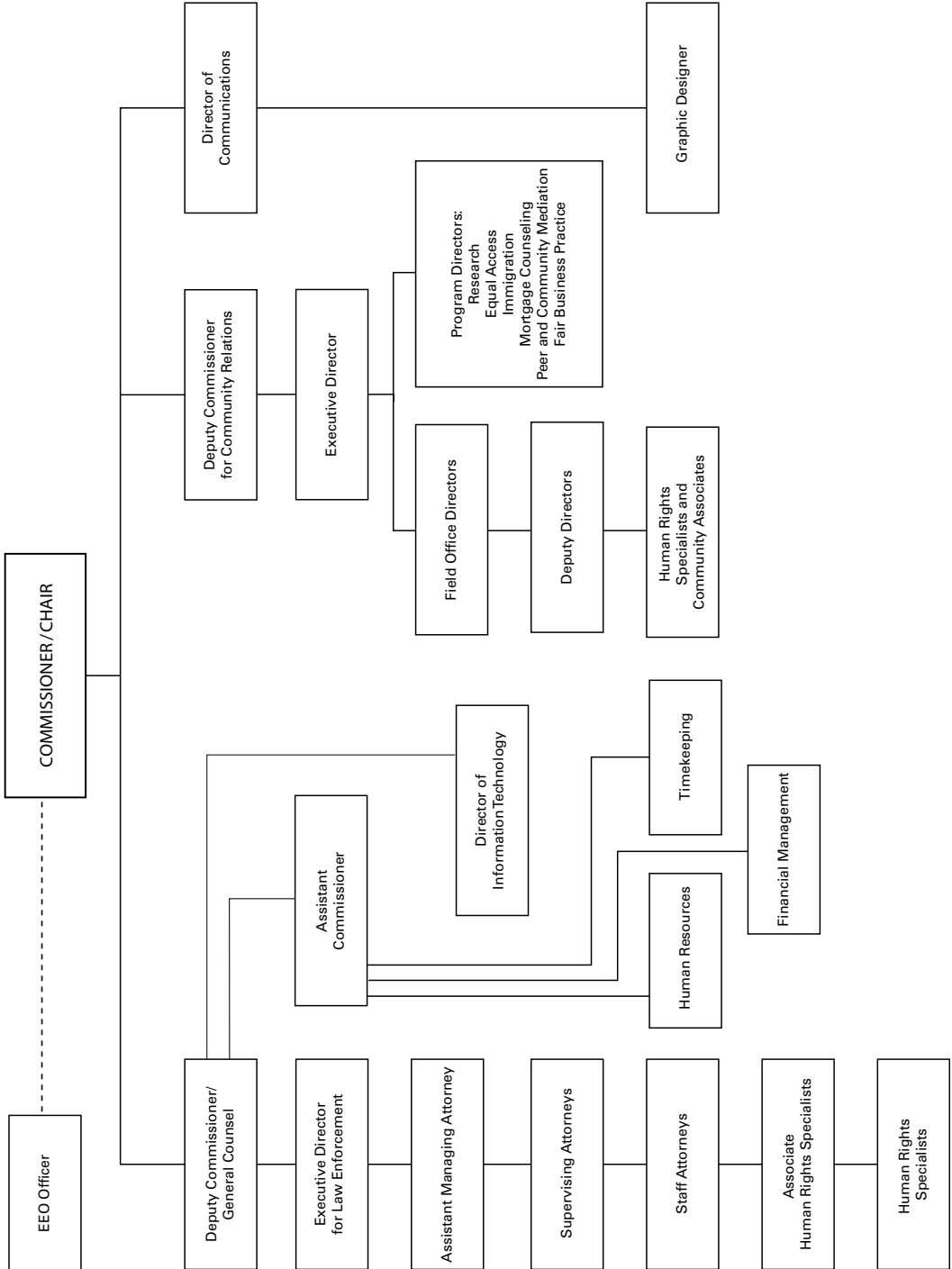
60 Bay Street, 7th Floor

Staten Island, NY 10301

Brooklyn

275 Livingston Street, 2nd Floor

Brooklyn, NY 11217



GENERAL
MARITAL STATUS

PARTNERSHIP STATUS

CYBERBULLYING

CITIZENSHIP STATUS

PUBLIC ACCOMMODATIONS

RETALIATION

LAWFUL OCCUPANCY

LAWFUL SOURCE OF EMPLOYMENT

ARREST & CONVICTION

VICTIM OF DOMESTIC VIOLENCE

BIAS-RELATED

NEW YORK CITY COMMISSION ON HUMAN RIGHTS

MICHAEL R. BLOOMBERG, Mayor
PATRICIA L. GATLING, Commissioner/Chair

