



5 Things You Should Know About **DISCRIMINATORY HARASSMENT** Under the **NYC HUMAN RIGHTS LAW**

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

Discriminatory harassment is threats, intimidation, harassment, coercion or violence that:

- Interferes with a person's civil or constitutional rights; and
- Is motivated in part by that person's actual or perceived race, creed, color, national origin, gender, gender identity, sexual orientation, age, disability, or alienage or citizenship status or other protected status.

- 1 It's simple to report discriminatory harassment.** When reporting a discriminatory act to the Commission, all you need to do is call the Commission and tell us what happened. We will guide you from there.
- 2 Everyone in NYC is prohibited from committing acts of discriminatory harassment,** just as everyone is protected against harassment. A neighbor who harasses you, a person who attacks you on the street, or a passenger on the bus are all prohibited from this kind of discriminatory act. In addition, while an attacker could have multiple reasons for harassing you, discriminatory harassment is prohibited even if it is only partly motivated by the victim's protected category.
- 3 You should always report a discriminatory act, even if you wish to remain anonymous.** The Commission can work with community members in your area to prevent acts like this from happening again.
- 4 When you bring a claim against a perpetrator, the Commission can get an order demanding that the discriminatory harassment stop,** preventing any further abuse or negative effects of the harassment.
- 5 The Commission can order your harasser to pay for out-of-pocket expenses caused by the discrimination,** and also to pay compensation for emotional harm. The Commission can also order that the harasser pay civil penalties.

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 or immigration status. These acts are prohibited by the NYC Human Rights Law.