

Human Rights, Division of

Mission

New York was the first state in the nation to enact a civil rights law, affording every individual an equal opportunity to enjoy a full and productive life, including in the areas of employment, housing, public accommodations, education, and credit. Under the State’s Human Rights Law (HRL), discrimination based on race, sex, age, military status, sexual orientation, disability or membership in other specified classes is illegal. The Division of Human Rights (DHR) is charged with enforcing the HRL and protecting the civil rights of New Yorkers. To fulfill these responsibilities, DHR prosecutes unlawful discriminatory practices, investigates and resolves individual complaints of illegal discrimination, advances policies and legislation that expand and/or better protect the civil rights of New Yorkers, and promotes human rights awareness through education and outreach.

Organization and Staffing

DHR operates from its main office in the Bronx and from seven regional offices in Albany, Brooklyn, Buffalo, Hempstead, Manhattan, Rochester and White Plains, and three satellite offices in Binghamton, Hauppauge, and Syracuse. The Office of Sexual Harassment Issues investigates cases from Queens.

Budget Highlights

The FY 2025 Executive Budget recommends \$28.8 million and a workforce of 174 FTEs, no increase from FY 2024.

For more information on this agency’s budget recommendations located in the Executive Budget Briefing Book, click on the following link:

[Briefing Book - Human Services \(PDF\)](#)

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Program Highlights

Investigations, Prosecutions and Hearings

DHR receives formally filed complaints of HRL violations. Alleged violations are investigated and, in cases where there is probable cause that unlawful discrimination occurred, DHR holds hearings before an Administrative Law Judge and resolves the complaint based on that hearing.

U.S. Equal Employment Opportunity Commission (EEOC) Work-Share Agreement

DHR investigates cases of employment discrimination for the EEOC pursuant to the Federal Work-Share Agreement.

U.S. Department of Housing and Urban Development Cooperative Agreement

DHR investigates and prosecutes cases of housing discrimination pursuant to the Federal Cooperative Agreement. Additionally, DHR conducts fair housing education and outreach activities.

Hate and Bias Prevention Unit

DHR conducts educational, public awareness, and outreach efforts to combat hate and bias incidents.

ALL FUNDS APPROPRIATIONS (dollars)

<u>Category</u>	Available FY 2024	Appropriations Recommended FY 2025	Change From FY 2024	Reappropriations Recommended FY 2025
State Operations	28,888,000	28,888,000	0	17,273,000
Total	28,888,000	28,888,000	0	17,273,000

**ALL FUND TYPES
PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM
FILLED ANNUAL SALARIED POSITIONS**

Program	FY 2024 Estimated FTEs 03/31/24	FY 2025 Estimated FTEs 03/31/25	FTE Change
Administration			
General Fund	137	137	0
Special Revenue Funds - Federal	37	37	0
Total	174	174	0

**STATE OPERATIONS
ALL FUNDS FINANCIAL REQUIREMENTS BY FUND TYPE
APPROPRIATIONS
(dollars)**

Fund Type	Available FY 2024	Recommended FY 2025	Change
General Fund	22,870,000	22,870,000	0
Special Revenue Funds - Federal	6,018,000	6,018,000	0
Total	28,888,000	28,888,000	0

**STATE OPERATIONS
ALL FUNDS FINANCIAL REQUIREMENTS BY PROGRAM
APPROPRIATIONS
(dollars)**

Program	Available FY 2024	Recommended FY 2025	Change
Administration			
General Fund	19,370,000	17,771,000	(1,599,000)
Special Revenue Funds - Federal	6,018,000	6,018,000	0
FAIR HOUSING ASSISTANCE			
General Fund	0	1,599,000	1,599,000
HATE AND BIAS PREVENTION			
General Fund	3,500,000	3,500,000	0
Total	28,888,000	28,888,000	0

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	14,769,000	(1,096,000)	14,520,000	(946,000)
FAIR HOUSING ASSISTANCE	1,096,000	1,096,000	946,000	946,000
HATE AND BIAS PREVENTION	1,130,000	(1,486,000)	1,100,000	(1,396,000)
Total	16,995,000	(1,486,000)	16,566,000	(1,396,000)

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Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay	
	Amount	Change	Amount	Change
Administration	156,000	(195,000)	93,000	45,000
FAIR HOUSING ASSISTANCE	75,000	75,000	75,000	75,000
HATE AND BIAS PREVENTION	0	(60,000)	30,000	(30,000)
Total	231,000	(180,000)	198,000	90,000

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	3,002,000	(503,000)	497,000	(60,000)
FAIR HOUSING ASSISTANCE	503,000	503,000	60,000	60,000
HATE AND BIAS PREVENTION	2,370,000	1,486,000	275,000	253,000
Total	5,875,000	1,486,000	832,000	253,000

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	155,000	(5,000)	2,262,000	(428,000)
FAIR HOUSING ASSISTANCE	5,000	5,000	428,000	428,000
HATE AND BIAS PREVENTION	50,000	47,000	2,000,000	1,168,000
Total	210,000	47,000	4,690,000	1,168,000

Program	Equipment	
	Amount	Change
Administration	88,000	(10,000)
FAIR HOUSING ASSISTANCE	10,000	10,000
HATE AND BIAS PREVENTION	45,000	18,000
Total	143,000	18,000

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	6,018,000	0	2,749,000	0
Total	6,018,000	0	2,749,000	0

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Program	Amount	Nonpersonal Service Change
Administration	3,269,000	0
Total	3,269,000	0

Note: Most recent estimates as of 01/16/2024