

DIVISION OF HUMAN RIGHTS

MISSION

New York State holds the proud distinction of being the first state to enact a Human Rights Law, affording every citizen an equal opportunity to enjoy a full and productive life. Discriminating against others on the grounds of their race, creed, color, sex, age, national origin, disability, genetic predisposition and carrier status, or other specified classes is illegal in the State of New York.

The New York State Division of Human Rights serves as the administrative arm of the law, with its primary mission being the enforcement and protection of human rights. Programs of the Division of Human Rights focus on ensuring equal opportunity in employment, housing, public accommodation, education and credit. The Division:

- Investigates and resolves complaints of illegal discrimination; and
- Promotes human rights awareness through education and acts as a resource in the prevention and elimination of discrimination.

ORGANIZATION AND STAFFING

Under the direction of the Commissioner, the Division operates from its main office in New York City and from nine regional offices (Albany, Binghamton, Buffalo, Rochester, Brooklyn, Long Island, Lower Manhattan, Upper Manhattan and Peekskill) and two satellite offices (Long Island and Syracuse).

The Division will have a workforce of 197 employees during 2002-03: 32 for administration of the Division and 165 to investigate, determine probable cause, and hear individual cases of discrimination. Funding is also provided to support six per diem administrative law judges not reflected in the 197 salaried staff.

BUDGET AND PROGRAM HIGHLIGHTS

In the last six years, the Division has made solid progress toward reducing its backlog of cases; open cases totaled 10,430 at the close of fiscal year 2000-01, down from 16,880 in January 1995. The State continues to work vigorously to reduce the backlog and meet reasonable standards for timely case processing. To support this goal, the 2002-03 Executive Budget continues implementation of the backlog reduction initiative. Further, an additional \$773,000 in General Fund support is recommended to ensure continued efforts to reduce the case backlog. Finally, an additional \$1.9 million in Federal funds is also recommended, as the agency expects to receive increased grants from the Department of Housing and Urban Development and the Equal Employment Opportunity Commission.

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2001-02	Appropriations Recommended 2002-03	Change	Reappropriations Recommended 2002-03
State Operations	15,551,000	18,224,000	2,673,000	2,900,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	15,551,000	18,224,000	2,673,000	2,900,000

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

Full-Time Equivalent Positions (FTE)

Program	2001-02	2002-03	FTE Change
	Estimated FTEs 03/31/02	Estimated FTEs 03/31/03	
Administration			
General Fund	45	45	0
Legal Enforcement			
General Fund	26	26	0
Regional Affairs			
General Fund	93	93	0
Special Revenue Funds - Federal	33	33	0
Total	197	197	0

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

Fund Type	Available	Recommended	Change
	2001-02	2002-03	
General Fund	12,561,000	13,334,000	773,000
Special Revenue Funds - Federal	2,900,000	4,800,000	1,900,000
Special Revenue Funds - Other	70,000	70,000	0
Fiduciary Funds	20,000	20,000	0
Total	15,551,000	18,224,000	2,673,000

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

Program	Available	Recommended	Change
	2001-02	2002-03	
Administration			
General Fund	5,477,000	5,609,000	132,000
Special Revenue Funds - Other	70,000	70,000	0
Fiduciary Funds	20,000	20,000	0
Legal Enforcement			
General Fund	1,411,000	2,064,000	653,000
Regional Affairs			
General Fund	5,673,000	5,661,000	(12,000)
Special Revenue Funds - Federal	2,900,000	4,800,000	1,900,000
Total	15,551,000	18,224,000	2,673,000

STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2002-03 RECOMMENDED (dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	2,802,000	(84,000)	2,578,000	(84,000)
Legal Enforcement	1,971,000	653,000	1,970,000	653,000
Regional Affairs	5,028,000	(200,000)	5,026,000	(200,000)
Total	9,801,000	369,000	9,574,000	369,000

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	222,000	0	2,000	0
Legal Enforcement	0	0	1,000	0
Regional Affairs	0	0	2,000	0
Total	222,000	0	5,000	0

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**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
2002-03 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	2,807,000	216,000	11,000	1,000
Legal Enforcement	93,000	0	6,000	0
Regional Affairs	633,000	188,000	16,000	5,000
Total	<u>3,533,000</u>	<u>404,000</u>	<u>33,000</u>	<u>6,000</u>

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	37,000	3,000	2,722,000	209,000
Legal Enforcement	26,000	0	56,000	0
Regional Affairs	40,000	12,000	495,000	147,000
Total	<u>103,000</u>	<u>15,000</u>	<u>3,273,000</u>	<u>356,000</u>

Program	Equipment	
	Amount	Change
Administration	37,000	3,000
Legal Enforcement	5,000	0
Regional Affairs	82,000	24,000
Total	<u>124,000</u>	<u>27,000</u>

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
2002-03 RECOMMENDED
(dollars)**

Program	Total		Maintenance Undistributed	
	Amount	Change	Amount	Change
Administration	90,000	0	90,000	0
Regional Affairs	4,800,000	1,900,000	4,800,000	1,900,000
Total	<u>4,890,000</u>	<u>1,900,000</u>	<u>4,890,000</u>	<u>1,900,000</u>