

DIVISION OF HUMAN RIGHTS

MISSION

New York 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 because of their race, sex, age, disability or membership in other specified classes is illegal in the State of New York. Protection under the Human Rights Law also includes prohibiting discrimination based on military status and sexual orientation.

The New York State Division of Human Rights serves as the administrative arm of the law, with a primary mission to enforce and protect human rights. Programs of the Division of Human Rights focus on ensuring equal opportunity in employment, housing, public accommodation, education and credit. To fulfill these responsibilities the Division:

- Investigates and resolves complaints of illegal discrimination;
- 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 and two satellite offices across the State.

The Division will have a workforce of 203 employees during 2006-07: 31 for administration of the Division and 172 to investigate, determine probable cause, and hear individual cases of discrimination. Funding is also provided to support two per diem administrative law judges not reflected in the 203 salaried staff.

BUDGET AND PROGRAM HIGHLIGHTS

During the last decade, the Division has made progress in reducing the number of open cases. Open cases totaled 5,104 as of November 2005, down from 16,880 in January 1995; a reduction of 70 percent. The agency continues to work vigorously to reduce the caseload and meet reasonable standards for timely case processing. The Division has also added an Outreach Unit whose primary function is to expand public awareness of the Human Rights Law and develop community relations. The Division also recently developed a Mediation Unit to expeditiously settle a case at its earliest stage.

In December 2005, the Division completed transition of its payroll processing to the Office of Temporary and Disability Assistance. In 2006-07, the Office of Temporary and Disability Assistance will continue to assume partial responsibility for basic administrative functions of the Division such as personnel and finance. This "host agency" concept is designed to produce savings through increased administrative efficiencies.

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2005-06	Appropriations Recommended 2006-07	Change	Reappropriations Recommended 2006-07
State Operations	18,954,000	19,261,000	307,000	14,204,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	18,954,000	19,261,000	307,000	14,204,000

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

Full-Time Equivalent Positions (FTE)

Program	2005-06	2006-07	FTE Change
	Estimated FTEs 03/31/06	Estimated FTEs 03/31/07	
Administration			
General Fund	166	166	0
Special Revenue Funds - Federal	37	37	0
Total	<u>203</u>	<u>203</u>	<u>0</u>

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

Fund Type	Available	Recommended	Change
	2005-06	2006-07	
General Fund	14,110,000	14,492,000	382,000
Special Revenue Funds - Federal	4,704,000	4,704,000	0
Special Revenue Funds - Other	140,000	65,000	(75,000)
Total	<u>18,954,000</u>	<u>19,261,000</u>	<u>307,000</u>

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

Program	Available	Recommended	Change
	2005-06	2006-07	
Administration			
General Fund	14,110,000	14,492,000	382,000
Special Revenue Funds - Federal	4,704,000	4,704,000	0
Special Revenue Funds - Other	140,000	65,000	(75,000)
Total	<u>18,954,000</u>	<u>19,261,000</u>	<u>307,000</u>

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
2006-07 RECOMMENDED
(dollars)**

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	11,609,000	382,000	11,382,000	382,000
Total	<u>11,609,000</u>	<u>382,000</u>	<u>11,382,000</u>	<u>382,000</u>

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	222,000	0	5,000	0
Total	<u>222,000</u>	<u>0</u>	<u>5,000</u>	<u>0</u>

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STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
2006-07 RECOMMENDED
(dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	3,533,000	0	27,000	0
Total	3,533,000	0	27,000	0

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	88,000	0	3,320,000	0
Total	88,000	0	3,320,000	0

Program	Equipment	
	Amount	Change
Administration	98,000	0
Total	98,000	0

STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
2006-07 RECOMMENDED
(dollars)

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	4,769,000	(75,000)	3,000	0
Total	4,769,000	(75,000)	3,000	0

Program	Nonpersonal Service		Maintenance Undistributed	
	Amount	Change	Amount	Change
Administration	1,000	0	4,765,000	(75,000)
Total	1,000	0	4,765,000	(75,000)