

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:

- Prosecutes unlawful discriminatory practices;
- 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 206 employees during 2007-08, primarily assigned 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 206 salaried staff.

BUDGET AND PROGRAM HIGHLIGHTS

As of November 2006, the Division’s open cases totaled 5,196. The Division has developed a Mediation Unit to attempt to settle a case at its earliest stage. 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. Funding is also included to enhance enforcement of the Human Rights Law.

The Division recently completed transition of its payroll processing to the Office of Temporary and Disability Assistance. In 2007-08, this “host agency” concept will be expanded to produce administrative savings that can be reinvested into enforcement and outreach.

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2006-07	Appropriations Recommended 2007-08	Change	Reappropriations Recommended 2007-08
State Operations	19,261,000	19,430,000	169,000	16,508,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	19,261,000	19,430,000	169,000	16,508,000

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

Full-Time Equivalent Positions (FTE)

Program	2006-07 Estimated FTEs 03/31/07	2007-08 Estimated FTEs 03/31/08	FTE Change
Administration			
General Fund	166	166	0
Special Revenue Funds - Federal	37	40	3
Total	<u>203</u>	<u>206</u>	<u>3</u>

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

Fund Type	Available 2006-07	Recommended 2007-08	Change
General Fund	14,492,000	14,476,000	(16,000)
Special Revenue Funds - Federal	4,704,000	4,904,000	200,000
Special Revenue Funds - Other	65,000	50,000	(15,000)
Total	<u>19,261,000</u>	<u>19,430,000</u>	<u>169,000</u>

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

Program	Available 2006-07	Recommended 2007-08	Change
Administration			
General Fund	14,492,000	14,476,000	(16,000)
Special Revenue Funds - Federal	4,704,000	4,904,000	200,000
Special Revenue Funds - Other	65,000	50,000	(15,000)
Total	<u>19,261,000</u>	<u>19,430,000</u>	<u>169,000</u>

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
2007-08 RECOMMENDED
(dollars)**

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	11,680,000	71,000	11,661,000	279,000
Total	<u>11,680,000</u>	<u>71,000</u>	<u>11,661,000</u>	<u>279,000</u>

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	0	(222,000)	19,000	14,000
Total	<u>0</u>	<u>(222,000)</u>	<u>19,000</u>	<u>14,000</u>

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**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
2007-08 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	3,446,000	(87,000)	151,000	124,000
Total	<u>3,446,000</u>	<u>(87,000)</u>	<u>151,000</u>	<u>124,000</u>

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	192,000	104,000	2,903,000	(417,000)
Total	<u>192,000</u>	<u>104,000</u>	<u>2,903,000</u>	<u>(417,000)</u>

Program	Equipment	
	Amount	Change
Administration	200,000	102,000
Total	<u>200,000</u>	<u>102,000</u>

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
2007-08 RECOMMENDED
(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	4,954,000	185,000	0	(3,000)
Total	<u>4,954,000</u>	<u>185,000</u>	<u>0</u>	<u>(3,000)</u>

Program	Nonpersonal Service		Maintenance Undistributed	
	Amount	Change	Amount	Change
Administration	50,000	49,000	4,904,000	139,000
Total	<u>50,000</u>	<u>49,000</u>	<u>4,904,000</u>	<u>139,000</u>