## DIVISION OF HUMAN RIGHTS

## MISSION

New York holds the proud distinction of being 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, 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 is the State agency charged with enforcing the Human Rights Law and protecting the civil rights of New Yorkers. To fulfill these responsibilities, the Division:

- 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

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's workforce of 206 employees is primarily assigned to investigate complaints, to assist in the presentation of cases and to adjudicate individual cases of discrimination.

## BUDGET HIGHLIGHTS

The Executive Budget recommends $\mathbf{\$ 2 1 . 6}$ million All Funds (\$14.7 million General Fund, $\$ 6.9$ million Other Funds) for the Division of Human Rights. This is an increase of $\$ 2.2$ million All Funds ( $\mathbf{\$ 0 . 2}$ million General Fund, $\$ 2$ million Other Funds) from the 2007-08 Budget. This increase will enable the Division to keep pace with the anticipated growth in cases brought before it.

The Executive Budget recommends a Division staffing level of 208 FTEs in 2008-09, an increase of 2 from 2007-08 to handle increased workload expected from recently enacted legislation in the area of public accommodations for persons with disabilities. The $\$ 2$ million increase in Federal appropriation authority will allow the Division to increase its staff by an additional 20 if needed to address a growing caseload and to receive and investigate complaints and hear cases in a timely manner.

## PROGRAM HIGHLIGHTS

In 2007-08 the Division focused its activities on investigating systematic forms of discrimination, on improving the individual complaint process, and on investigating and adjudicating individual cases. It will continue this work in 2008-09, along with enforcing new provisions of State law that enhance the rights of New Yorkers, particularly in the area of disabilities.


ALL FUND TYPES
PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM
FILLED ANNUAL SALARIED POSITIONS
Full-Time Equivalent Positions (FTE)

| Program | $2007-08$ Estimated FTEs $03 / 31 / 08$ | $2008-09$ Estimated FTEs $03 / 31 / 09$ | FTE Change |
| :---: | :---: | :---: | :---: |
| Administration |  |  |  |
| General Fund | 166 | 168 | 2 |
| Special Revenue Funds - Federal | 40 | 40 | 0 |
| Total | 206 | 208 | 2 |

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

| Fund Type | Available 2007-08 | Recommended 2008-09 | Change |
| :---: | :---: | :---: | :---: |
| General Fund | 14,476,000 | 14,697,000 | 221,000 |
| Special Revenue Funds - Federal | 4,904,000 | 6,904,000 | 2,000,000 |
| Special Revenue Funds - Other | 50,000 | 0 | $(50,000)$ |
| Total | 19,430,000 | 21,601,000 | 2,171,000 |

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

| Program | $\begin{array}{r} \text { Available } \\ 2007-08 \end{array}$ | $\begin{array}{r} \text { Recommended } \\ 2008-09 \end{array}$ | Change |
| :---: | :---: | :---: | :---: |
| Administration |  |  |  |
| General Fund | 14,476,000 | 14,697,000 | 221,000 |
| Special Revenue Funds - Federal | 4,904,000 | 6,904,000 | 2,000,000 |
| Special Revenue Funds - Other | 50,000 | 0 | $(50,000)$ |
| Total | 19,430,000 | 21,601,000 | 2,171,000 |

STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
2008-09 RECOMMENDED
(dollars)

| Program | Total |  | Personal Service Regular (Annual Salaried) |  |
| :---: | :---: | :---: | :---: | :---: |
| Administration | 11,801,000 | 121,000 | 11,457,000 | $(204,000)$ |
| Total | 11,801,000 | 121,000 | 11,457,000 | $(204,000)$ |
|  | Temporary Service (Nonannual Salaried) |  | Holiday/Overtime Pay (Annual Salaried) |  |
| Program | Amount | Change | Amount | Change |
| Administration | 325,000 | 325,000 | 19,000 | 0 |
| Total | 325,000 | 325,000 | 19,000 | 0 |



