

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 **\$21.6 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 (\$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.

HUMAN RIGHTS

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2007-08	Appropriations Recommended 2008-09	Change	Reappropriations Recommended 2008-09
State Operations	19,430,000	21,601,000	2,171,000	16,562,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	19,430,000	21,601,000	2,171,000	16,562,000

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	Available 2007-08	Recommended 2008-09	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)	
	Amount	Change	Amount	Change
Administration	11,801,000	121,000	11,457,000	(204,000)
Total	11,801,000	121,000	11,457,000	(204,000)

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	325,000	325,000	19,000	0
Total	325,000	325,000	19,000	0

HUMAN RIGHTS

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

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	2,896,000	100,000	151,000	0
Total	2,896,000	100,000	151,000	0

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	192,000	0	2,353,000	100,000
Total	192,000	0	2,353,000	100,000

Program	Equipment	
	Amount	Change
Administration	200,000	0
Total	200,000	0

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

Program	Total		Nonpersonal Service	
	Amount	Change	Amount	Change
Administration	6,904,000	1,950,000	0	(50,000)
Total	6,904,000	1,950,000	0	(50,000)

Program	Maintenance Undistributed	
	Amount	Change
Administration	6,904,000	2,000,000
Total	6,904,000	2,000,000