

## Human Rights, Division of

### Mission

New York was 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 (HRL), discrimination based on race, sex, age, military status, sexual orientation, disability or membership in other specified classes is illegal. The Division of Human Rights (DHR) is charged with enforcing the HRL and protecting the civil rights of New Yorkers. To fulfill these responsibilities, DHR 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

DHR operates from its main office in New York City and from seven regional offices in Albany, Brooklyn, Buffalo, Hempstead, Manhattan, Rochester and White Plains, and three satellite offices in Binghamton, Hauppauge, and Syracuse.

### Budget Highlights

The FY 2021 Executive Budget recommends \$18 million and a workforce of 164 FTEs, unchanged from FY 2020.

For more information on this agency's budget recommendations located in the Executive Budget Briefing Book, click on the following link:

### Program Highlights

#### *Investigations, Prosecutions and Hearings*

DHR receives formally filed complaints of HRL violations. Alleged violations are investigated and, in cases where there is probable cause that unlawful discrimination occurred, DHR holds hearings before an Administrative Law Judge and resolves the complaint based on that hearing.

#### *U.S. Equal Employment Opportunity Commission (EEOC) Work-Share Agreement*

DHR investigates cases of employment discrimination for the EEOC pursuant to the Federal Work-Share Agreement.

#### *U.S. Department of Housing and Urban Development Cooperative Agreement*

DHR investigates and prosecutes cases of housing discrimination pursuant to the Federal Cooperative Agreement. Additionally, DHR conducts fair housing education and outreach activities.

### ALL FUNDS APPROPRIATIONS (dollars)

Category	Available FY 2020	Appropriations Recommended FY 2021	Change From FY 2020	Reappropriations Recommended FY 2021
State Operations	18,153,000	18,153,000	0	8,557,000
<b>Total</b>	<b>18,153,000</b>	<b>18,153,000</b>	<b>0</b>	<b>8,557,000</b>

NYS DOB | FY2021 Executive Budget | Agency Appropriations  
**ALL FUND TYPES**  
**PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM**  
**FILLED ANNUAL SALARIED POSITIONS**

Program	FY 2020 Estimated FTEs 03/31/20	FY 2021 Estimated FTEs 03/31/21	FTE Change
Administration			
General Fund	124	124	0
Special Revenue Funds - Federal	40	40	0
<b>Total</b>	<b>164</b>	<b>164</b>	<b>0</b>

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

Fund Type	Available FY 2020	Recommended FY 2021	Change
General Fund	12,135,000	12,135,000	0
Special Revenue Funds - Federal	6,018,000	6,018,000	0
<b>Total</b>	<b>18,153,000</b>	<b>18,153,000</b>	<b>0</b>

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

Program	Available FY 2020	Recommended FY 2021	Change
Administration			
General Fund	12,135,000	12,135,000	0
Special Revenue Funds - Federal	6,018,000	6,018,000	0
<b>Total</b>	<b>18,153,000</b>	<b>18,153,000</b>	<b>0</b>

**STATE OPERATIONS - GENERAL FUND**  
**SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES**  
**FY 2021 RECOMMENDED**  
(dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	9,729,000	0	9,420,000	0
<b>Total</b>	<b>9,729,000</b>	<b>0</b>	<b>9,420,000</b>	<b>0</b>

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay	
	Amount	Change	Amount	Change
Administration	292,000	0	17,000	0
<b>Total</b>	<b>292,000</b>	<b>0</b>	<b>17,000</b>	<b>0</b>

NYS DOB | FY2021 Executive Budget | Agency Appropriations  
**STATE OPERATIONS - GENERAL FUND**  
**SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED**  
**APPROPRIATIONS AND CHANGES**  
**FY 2021 RECOMMENDED**  
**(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	2,406,000	0	136,000	0
<b>Total</b>	<b>2,406,000</b>	<b>0</b>	<b>136,000</b>	<b>0</b>

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	110,000	0	2,046,000	0
<b>Total</b>	<b>110,000</b>	<b>0</b>	<b>2,046,000</b>	<b>0</b>

Program	Equipment	
	Amount	Change
Administration	114,000	0
<b>Total</b>	<b>114,000</b>	<b>0</b>

**STATE OPERATIONS - OTHER THAN GENERAL FUND**  
**SUMMARY OF APPROPRIATIONS AND CHANGES**  
**FY 2021 RECOMMENDED**  
**(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	6,018,000	0	2,749,000	0
<b>Total</b>	<b>6,018,000</b>	<b>0</b>	<b>2,749,000</b>	<b>0</b>

Program	Nonpersonal Service	
	Amount	Change
Administration	3,269,000	0
<b>Total</b>	<b>3,269,000</b>	<b>0</b>

Note: Most recent estimates as of 01/29/2020