

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 the Bronx and from seven regional offices in Albany, Brooklyn, Buffalo, Hempstead, Manhattan, Rochester and White Plains, and three satellite offices in Binghamton, Hauppauge, and Syracuse. The Office of Sexual Harassment Issues investigates cases from Queens.

Budget Highlights

The FY 2023 Executive Budget recommends \$20.7 million, a \$1.6 million increase from FY 2022.

The FY 2023 Executive Budget recommends a workforce of 170 FTEs for DHR, an increase of 21 from FY 2022 workforce levels.

Major budget actions in the Executive Budget include \$3.7 million in investments to support DHR’s efforts in protecting New Yorkers from unlawful discrimination based on their protected class status. The Executive Budget also includes legislation which will prohibit discrimination against domestic violence victims and make explicit that that discrimination on the basis of citizenship and immigration status is unlawful.

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 2022	Appropriations Recommended FY 2023	Change From FY 2022	Reappropriations Recommended FY 2023
State Operations	19,100,000	20,733,000	1,633,000	9,424,000
Total	19,100,000	20,733,000	1,633,000	9,424,000

NYS DOB | FY 2023 Executive Budget | Agency Appropriations
ALL FUND TYPES
PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM
FILLED ANNUAL SALARIED POSITIONS

Program	FY 2022 Estimated FTEs 03/31/22	FY 2023 Estimated FTEs 03/31/23	FTE Change
Administration			
General Fund	117	133	16
Special Revenue Funds - Federal	37	37	0
Total	154	170	16

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

Fund Type	Available FY 2022	Recommended FY 2023	Change
General Fund	13,082,000	14,715,000	1,633,000
Special Revenue Funds - Federal	6,018,000	6,018,000	0
Total	19,100,000	20,733,000	1,633,000
Adjustments:			
Transfer(s) From			
Special Pay Bill			
General Fund	(947,000)		
Appropriated FY 2022	18,153,000		

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

Program	Available FY 2022	Recommended FY 2023	Change
Administration			
General Fund	13,082,000	14,715,000	1,633,000
Special Revenue Funds - Federal	6,018,000	6,018,000	0
Total	19,100,000	20,733,000	1,633,000

STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
FY 2023 RECOMMENDED
(dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	12,309,000	1,633,000	12,000,000	1,633,000
Total	12,309,000	1,633,000	12,000,000	1,633,000

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

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
FY 2023 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	2,406,000	0	136,000	0
Total	2,406,000	0	136,000	0

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	110,000	0	2,046,000	0
Total	110,000	0	2,046,000	0

Program	Equipment	
	Amount	Change
Administration	114,000	0
Total	114,000	0

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
FY 2023 RECOMMENDED
(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	6,018,000	0	2,749,000	0
Total	6,018,000	0	2,749,000	0

Program	Nonpersonal Service	
	Amount	Change
Administration	3,269,000	0
Total	3,269,000	0

Note: Most recent estimates as of 05/11/2020