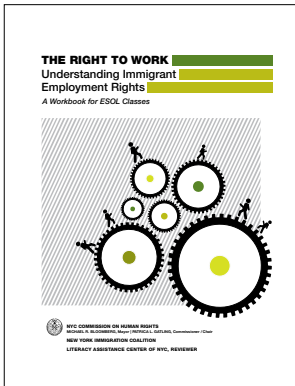


NEW YORK CITY
COMMISSION ON
HUMAN RIGHTS

2008 Annual Report



2008 Annual Report

NEW YORK CITY COMMISSION ON HUMAN RIGHTS



MICHAEL R. BLOOMBERG, MAYOR
PATRICIA L. GATLING, COMMISSIONER/CHAIR
NEW YORK CITY COMMISSION ON HUMAN RIGHTS

From top Left: *Sexual Harassment in the Workplace* educational pamphlet; Poet, author and professor Sonia Sanchez. Ms. Sanchez is featured in the Commission's Civil Rights Film Project; *Resolving Conflict*, a workshop for students; Clifford L. Alexander, Secretary of the Army, attorney, presidential advisor, and former chairman of the Equal Employment Opportunity Commission. Mr. Alexander is featured in the Commission's Civil Rights Film Project; Immigrant 'Welcome' Newsletter; Disabled veteran Albert Kaidy, holding keys to his new accessible apartment - his complaint was resolved by CCHR; *The Right to Work*, A Workbook for ESOL Classes; Artist, professor and author, Faith Ringgold. Ms. Ringgold is featured in the Commission's Civil Rights Film Project; 2008 CCHR Newsletter.

Message from the Mayor



Millions have come to New York City from around the globe in search of a good life and a better future than they could imagine anywhere else. It is this wealth of diversity and culture of acceptance that has shaped and sustained our City for generations. The belief in the promise of unlimited opportunities for all is what makes New York City so special and why our City goes to great lengths to protect the rights of all those who have come to call New York home.

Our Commission on Human Rights is an integral part of this City's public safety efforts. The Commission vigorously enforces the City's Human Rights Law, one of the most comprehensive civil rights laws in the nation, and ensures that everyone is treated equally and fairly. Under the Law, individuals who live in, work in, or visit the City are protected from discrimination in employment, housing and public accommodations.

Seven years ago, I appointed a tough Brooklyn prosecutor -- Patricia L. Gatling -- to head our City's anti-discrimination efforts. She and her dedicated team of attorneys and human rights specialists have continued to build on their accomplishments through innovation and accountability -- protecting and advancing the civil rights of all New Yorkers and visitors.

These efforts are highlighted in the Commission's 2008 Annual Report.

While our resiliency might be tested during this time of a national recession, the Commission has been more vigilant than ever to investigate complaints of discrimination, test for systemic abuse, and educate the community.

We are New Yorkers together -- one city -- which is why I am so confident about our future. I commend Commissioner Gatling and her staff for their vital role in this effort.

Michael R. Bloomberg

Message from the Commissioner



As I finish my 7th year here at the Commission, I look back with pride at all that we have accomplished. Since 2002 -- through vigorous enforcement of the City Human Rights Law -- we have brought justice to thousands of individuals seeking resolutions to their issues of discrimination. We have also educated tens of thousands of people about the law and have been aggressive in informing individuals about a recent amendment to our law that adds a new protected class. We have served New Yorkers and visitors effectively, efficiently, and compassionately, and our commitment to fighting discrimination is reflected in our achievements.

In 2008, the Commission issued its first of three reports on the progress of advertising agencies to diversify their upper ranks, which stems from our historic diversity agreements in September 2006 with 16 of the City's top ad firms. I have always believed that it is the role of a government agency, such as the Commission, to bring attention to the issues and start the conversation. I am happy to say that our efforts have caught the attention of the NAACP and a well-noted civil rights attorney, who are now also focused on the issue. Only by making these companies conduct their business in the light of day can we ensure an end to their discriminatory practices.

During 2008, we conducted over 200 tests as part of our employment discrimination testing program. The program, based on race and gender, sends out matched pairs of testers (Whites and African-Americans or Latinos) who apply for the same jobs with similar résumés. Approximately 10% of those cases were referred to our Law Enforcement Bureau for investigation of discriminatory hiring practices. To date, this program has resulted in the collection of fines totaling \$40,000.

We have also seen a 250% increase in housing discrimination complaints with the addition of a new amendment to the City Human Rights Law earlier in the year. The amendment adds "lawful source of income" as a new protected class in housing.

In the wake of this nation's recent financial collapse, due in large part to sub prime mortgages, we have had an increase in requests for counseling services. As a result, we expanded our Mortgage Counseling program, providing direct mortgage counseling to over 300 clients citywide. We are the only City agency certified by Housing and Urban Development (HUD) to provide such housing counseling services.

We have maintained our aggressive anti-discrimination efforts for the elderly and disabled communities. For the sixth year in a row, we successfully negotiated over 150 modifications -- such as the installation of ramps and grab bars -- for individuals with disabilities. This brings the total number of modifications to nearly 1,000 during this administration. Most of these modifications were accomplished through pre-complaint intervention, resolving allegations of discrimination without filing a formal complaint with the Commission. This successful process assures a speedy resolution, often bringing immediate relief to many individuals and avoiding lengthy and costly litigation.

Similar to our equal access efforts in Brighton Beach, Brooklyn, where we successfully negotiated modifications with 24 building owners who installed ramps and lifts at entrances and lobbies, making those buildings accessible to over 3,500 tenants, we have now focused our attention on Bay Ridge, Brooklyn, surveying the accessibility of residential and commercial buildings in that community. Once that survey is complete, we'll move swiftly to target those buildings where the lack of accessibility has a negative impact on residents.

In 2008, we expanded our Immigrant Employment Rights Program. In addition to speaking to employers, immigrant employees, and immigrants at new citizenship ceremonies about their rights and responsibilities under the Human Rights Law, we have also been providing English language learners with vital information about the NYC Human Rights Law and federal anti-discrimination laws, while helping them learn English. We developed two 3-hour intermediate-level lessons that we provide at literacy classes at public libraries, reaching those individuals who are likely to experience employment discrimination due to their national origin or citizenship status.

In April, we returned to the Schomburg Center for Research in Black Culture in Harlem to host "*E Pluribus Unum: Reconciling Diversity and Community in the 21st Century*" -- the Commission's third in a series of *Civil Rights Public Lectures*. Our keynote speaker was Dr. Robert D. Putnam, best-selling author of *Bowling Alone*, the Peter and Isabel Malkin Professor of Public Policy at Harvard University, and Visiting Professor and Director of the Manchester Graduate Summer Program in Social Change, University of Manchester (UK). Dr. Putnam's remarks focused on social capital and how changing populations and ethnic diversity continually shape and reshape trust, identities, social ties and civic engagement. Other speakers at the event included: Dr. Katherine Newman, Professor of Sociology and Public Affairs at Princeton University; Rev. C. Vernon Mason, CEO of the Fund for Community Leadership Development and CEO of Uth Turn; Richard E. Green, Chief Executive/President of the Crown Heights Youth Collective, Inc; Chung-Wha Hong, Executive Director of the New York Immigration Coalition; and Rabbi Robert Kaplan, Director of Cause-NY/ Jewish Community Relations Council. Our *Civil Rights Public Lecture* series ties in with various aspects of our Human Rights Law.

These are just a few of our 2008 highlights.

For 2009, we will expand our successful Employment Testing program and our popular Immigrant Employment Rights project. We are planning to launch a successful pilot program -- Discrimination in Employment and the Workplace -- as a full-scale Commission program that will provide information on employment rights and discrimination in the workplace - targeting workforce development agencies and other back-to-work programs. We will also focus additional anti-discrimination efforts in employment for the disabled community. And in early 2009, our Queens field office will have completed its long-awaited move to 153-01 Jamaica Avenue, Jamaica, NY, making services more accessible to community members.

We will also continue the work we have begun on our NYC Civil Rights Museum, which will highlight this City's prominent role in the national Civil Rights Movement and present the oral histories of some of those involved in the Movement while significantly enhancing the Commission's comprehensive anti-discrimination efforts. The Commission has filmed 10 interviews of notable individuals who struggled for equality in the midst of turbulent racial climates. When we complete the interviews and editing, we will present them online where 8 million individuals from around the globe who visit the official NYC government website annually, especially young people who receive much of their information through digital media, will learn about the deleterious effects of discrimination and the positive lessons that can be drawn from it.

Our commitment to promoting and protecting the civil rights of all those who live in, work in, and visit this City has made the New York City Commission on Human Rights the force it is today. That commitment remains the same today as the day I started in early 2002.

I am grateful to Mayor Bloomberg for the opportunity to serve as Commissioner, advocating Human Rights on behalf of all the people of this City and its visitors.



Patricia L. Gatling

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Introduction

The New York City Human Rights Law is one of the most comprehensive civil rights laws in the nation. The Law prohibits discrimination in employment, housing and public accommodations based on race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, marital status and partnership status. In addition, the Law affords protection against discrimination in employment based on arrest or conviction record and status as a victim of domestic violence, stalking and sex offenses. In housing, the Law affords additional protections based on lawful occupation, family status, and any lawful source of income. The City Human Rights Law also prohibits retaliation and bias-related harassment.

The New York City Commission on Human Rights is charged with the enforcement of the Human Rights Law, Title 8 of the Administrative Code of the City of New York, and with educating the public and encouraging positive community relations. The Commission is divided into two major bureaus -- Law Enforcement and Community Relations. The Law Enforcement Bureau is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law. The Community Relations Bureau helps cultivate understanding and respect among the City's many diverse communities through its borough-based Community Service Centers and numerous educational and outreach programs.

Law Enforcement Bureau

The Commission's Law Enforcement Bureau (LEB) enforces the NYC Human Rights Law. LEB is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law.

The number of new cases the Commission filed in 2008 was 507. In addition, the Commission successfully resolved 245 allegations of discrimination through pre-complaint intervention. Pre-complaint intervention assures a speedy resolution without the necessity of filing a complaint, avoiding costly and lengthy litigation.

An example of a pre-complaint intervention involved a disabled veteran from Bay Ridge, Brooklyn, who could not leave his apartment because his building was inaccessible to wheelchair users. The Commission intervened and negotiated a settlement with the respondents that involved moving the complainant to an accessible building across the street and providing him with a larger refurbished apartment, paying all costs associated in the move, and freezing his rent for life. The estimated settlement value was in excess of \$40,000.

LEB also worked with a City museum, a hotel, and a major department store to make each of their locations accessible to individuals with disabilities. The museum built a new accessible entrance; the hotel installed new electric doors and upgraded their lift system; and the department store installed modifications in their restrooms such as grab bars, signage, new wider doors, and the lowering of handles and paper towel dispensers.

Additionally, LEB successfully intervened on behalf of a complainant whose daughter was discriminated against at a retail store because of her disability. The complainant's daughter received a monetary settlement of \$7,500 from the respondent,

and a letter of apology. The retail store also agreed to provide sensitivity training to its managerial employees.

LEB also successfully intervened on behalf of a former employee of a company who had requested a medical accommodation because of her disability but was refused and subsequently terminated. In that case, the Commission obtained a monetary settlement of \$7,000 for the complainant.

In addition to the 245 allegations resolved through pre-complaint intervention, the Commission resolved 551 filed cases in 2008. The Commission's two-pronged approach - an intensive initial interview of the complainant followed by an immediate investigation of the facts alleged - provides investigators with a greater ability to gather evidence, identify witnesses, and build the strongest case. This successful approach is responsible for such a significant increase in Probable Cause Determinations and Settlements since 2002. More importantly, the Commission restructured LEB to maximize its efficiency, using staff attorneys to conduct all of its investigations, while shifting away from the use of Human Rights Specialists. This has enabled the Commission to increase its caseload and decrease the amount of time it takes to issue a determination.

During 2008, 414 of the 472 pending cases at Commission were under one year old as compared to just 14% of the total amount at the beginning of this administration. In 2008, there were no cases seven years or older as compared to 2002, when there were 1,500 cases at the Commission seven years or older. The overall reduction in cases since 2002 has given investigators the ability to focus on current cases and not be burdened with overwhelming case loads.

Orders

In 2008, the Commission took four cases to trial although no post-trial Orders were issued during the year.

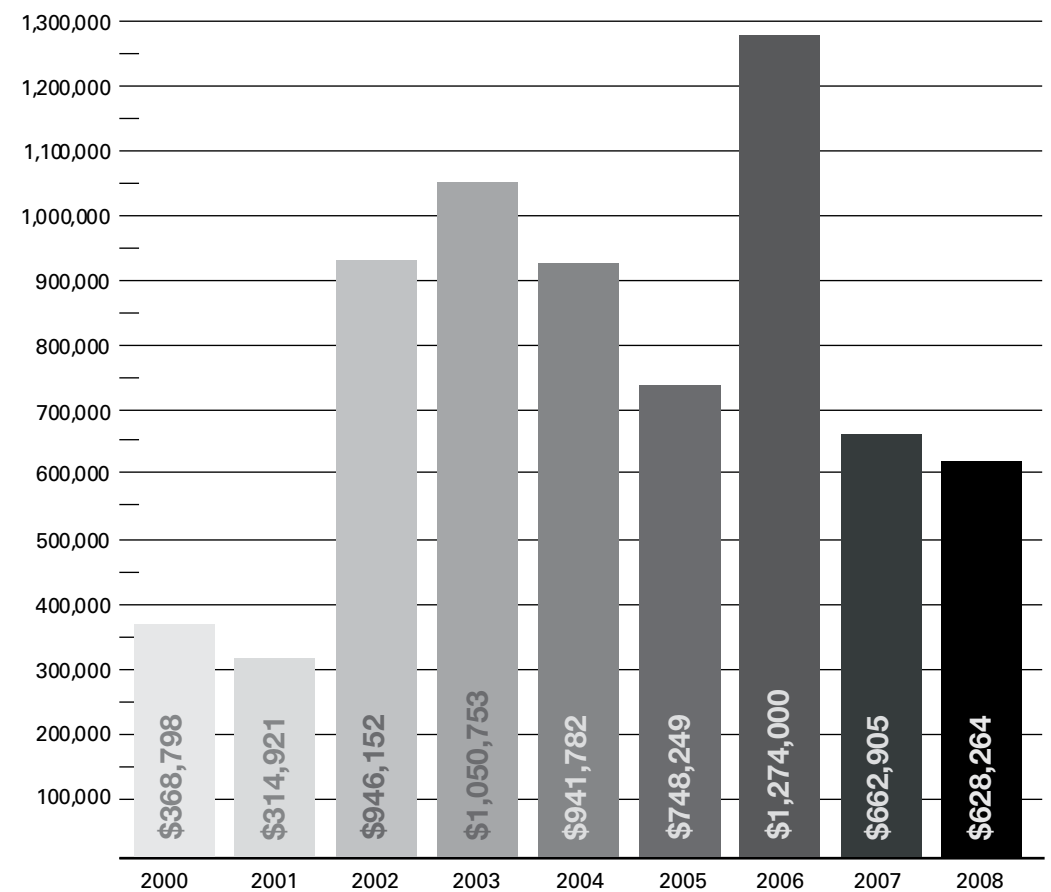
Fines

In 2008, the Commission assessed and collected fines totaling \$81,200.

Settlements

The Commission has the authority to obtain cash settlements for those aggrieved by violations of the Human Rights Law. In 2008, the total dollar value of settlements was \$628,264 with an average cash settlement of \$10,210. Non-cash settlements successfully negotiated by the Commission include rehiring, policy changes, and modifications for accessibility.

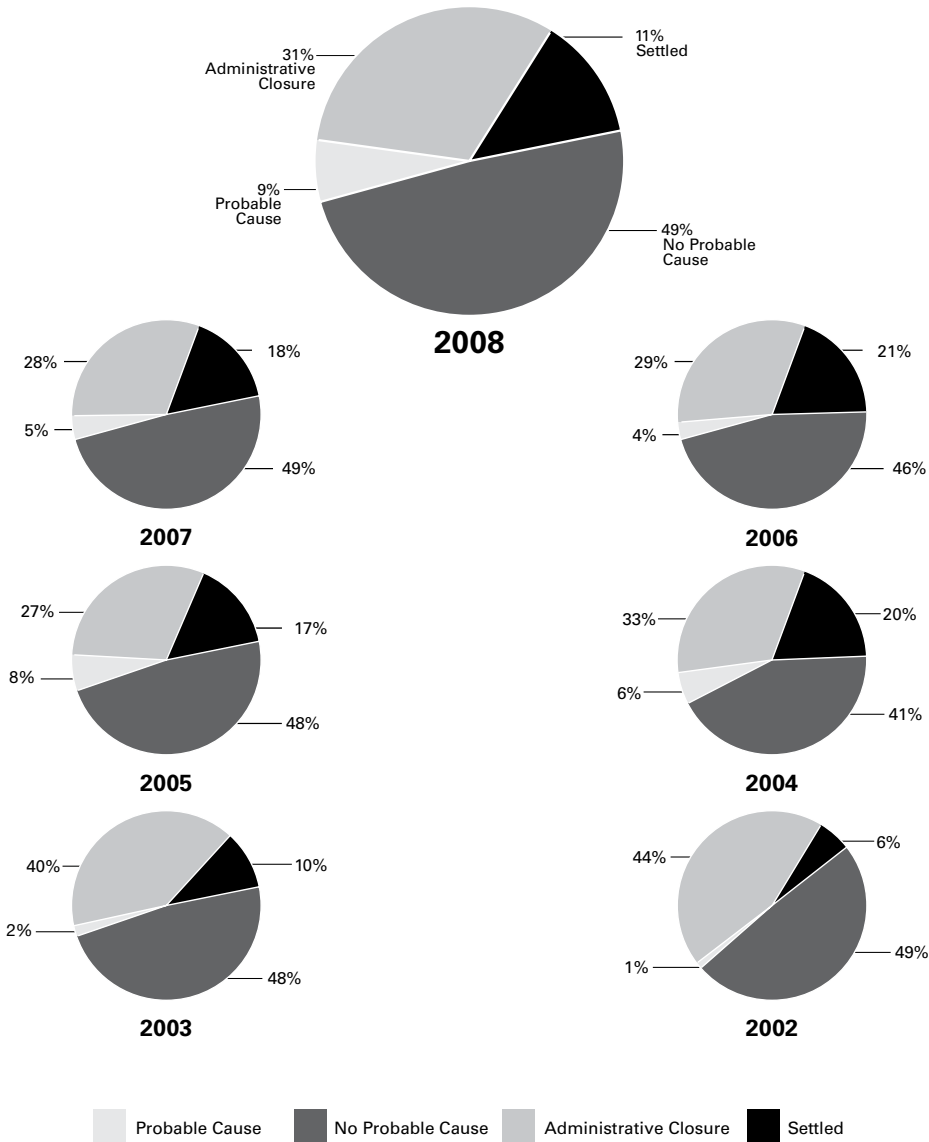
SETTLEMENTS



Determinations and Resolutions

Since 2002, Probable Cause Determinations have dramatically risen as the Determinations and Resolutions chart illustrates.

DETERMINATIONS AND RESOLUTIONS



Disability Access

Many of New York’s buildings, stores, and other public accommodations are not accessible to people with disabilities. As a result of its aggressive efforts in 2008, the Commission successfully negotiated 209 modifications for individuals with disabilities; more than double the amount in 2002. Most of these modifications were accomplished through pre-complaint intervention.

The Equal Access Program assists the disabled community by identifying architectural and financial resources that are available, advocating for the disabled when dealing with landlords and/or service providers, and assisting with legal actions if intervention fails. Community Relations staff members, trained in conducting investigations at various sites requiring disability access, have coordinated their efforts with the Law Enforcement Bureau.

Modifications secured through the Commission include: installing permanent and portable ramps – both interior and exterior; bell

and buzzer systems for entry to stores, offices, and apartment buildings; hand rails; grab bars; curb cuts; accessible fitting rooms and bathrooms; widening of aisles; signage, permitting guide dogs in public accommodations; moving several disabled individuals to ground floor apartments, making exit and entry to the building accessible; moving several individuals to an accessible location either permanently or while the elevator was under repair; removal of cart corrals and gates; permitting a disabled tenant to have a washing machine in the apartment; lowering the soap dispensers and door handles in a large store; widening the kitchen and bathroom doors and lowering the kitchen cabinets; and making a City museum code-compliant and accessible.

LEB Staff

The Law Enforcement Bureau consists of 17 attorneys, 4 Human Rights Specialists, including one retired NYPD officer, and 4 support staff members.

COMPLAINT PROCESS

INTAKE	An investigator or attorney conducts the interview and tries to intervene and resolve the issue before generating a complaint.
COMPLAINT IS FILED	Office of Docketing files and serves the complaint; parties are invited to mediate.
INVESTIGATION	Investigator or attorney interviews witnesses, reviews documents.
DETERMINATION	Probable Cause: assignment to an attorney for prosecution. No Probable Cause: case is dismissed, complainant may appeal to the Commissioner.
THE HEARING PROCESS	Administrative Law Judge holds a pre-trial conference. If case does not settle, Administrative Law Judge conducts a hearing and issues a Report and Recommendation.
FINAL DECISION AND ORDER	The Commission issues a Final Decision and Order. If no liability found: case dismissed. If liability found: relief ordered.

Community Relations Bureau

The Law charges the Commission with encouraging understanding and respect among New York City's many communities. To address this mission, the Community Relations Bureau (CRB) provides services through the Commission's five borough-based Community Service Centers.

The various services of the Community Relations Bureau's field operation compose its Neighborhood Human Rights Program (NHRP). The NHRP works on a local level with block, tenant, religious, educational, merchant, and community groups to improve and stabilize communities, educate them about the protections they have under the Human Rights Law, and connect them to the Commission's law enforcement functions and other City services.

Each field office, or Community Service Center, offers the Commission's many services including: Immigrant Employment Rights training; Equal Access (disability access) investigations, workshops, and interventions; School Program sessions with three separate curricula (NYC Human Rights Law, Sexual Harassment, and Conflict Resolution); Peer Mediation Training in high and middle schools; and Mortgage Counseling and Predatory Loan Prevention to reduce predatory lending practices. Dedicated teams of Human Rights Specialists staff each borough office.

As part of a comprehensive public education campaign, the Commission published its informational booklet in several languages, including English, French, Korean, Mandarin, Russian, and Spanish. The contents of these books appear on the Commission's website: www.nyc.gov/cchr. In addition to those languages, some of the Commission's info cards have also been printed in Creole, Arabic, Urdu, and Polish.

The Commission maintains its aggressive outreach campaign to the public through the programs it provides.

Immigrant Employment Rights

The Commission conducted 267 workshops, ESOL classes, and other outreach events during 2008 to inform immigrant workers, employers, and

immigrant advocacy organizations about their rights and obligations under federal and City laws. The discussions, instructions in adult legal literacy classes, presentations to new citizens, literature, and other presentations explained discrimination based on national origin and citizenship or alienage status. The citywide presentations were conducted in English, Spanish, Creole, and Russian.

Discrimination in Employment

During 2008, CRB began the development and piloting of a new program "Working for Real: Employment Rights and Discrimination in the Workplace." This program provides workshops throughout the City's many workforce development and other back-to-work agencies. This anti-discrimination program also provides information and resources for members of the disabled community, individuals with arrest and/or conviction records, and victims of sexual harassment. Recessionary economics and rising unemployment have expanded the need for these workshops at organizations like Goodwill Industries, Federation of Employment Guidance Services (FEGS), the RITE Career Center, Asian Americans for Equality, YMCA, YWCA, Begin managed programs, to name a few.

Equal Access

The Commission continues to expand its Equal Access Program. In conjunction with LEB, CRB staff regularly conducts investigations and provides pre-complaint intervention when individuals experience accessibility problems. As a result, CRB staff successfully negotiated 172 modifications during 2008 through pre-complaint intervention and LEB negotiated an additional 37 modifications. Modifications include: installing permanent and portable ramps – both interior and exterior; bell and buzzer systems for entry to stores, offices, and apartment buildings; hand rails; grab bars; curb cuts; accessible fitting rooms and bathrooms; widening of aisles; signage, permitting guide dogs in public accommodations; moving several disabled individuals to ground floor apartments, making exit and entry

to the building accessible; moving several individuals to an accessible location either permanently or while the elevator was under repair; removal of cart corrals and gates; permitting a disabled tenant to have a washing machine in the apartment; lowering the soap dispensers and door handles in a large store; widening the kitchen and bathroom doors and lowering the kitchen cabinets; and making a City museum code-compliant and accessible. The Equal Access Program also provides extensive public education to senior citizens, the disabled community and advocates, healthcare and housing providers, and community members.

School Program

Commission staff members visited 31 City schools and 19 youth centers, conducting 348 sessions and teaching over 7,309 students in grades 6-12 three basic curricula: the Human Rights Law, Sexual Harassment and Conflict Resolution. The Conflict Resolution workshops are the most requested and often lead to the schools' interest in the Commission's Peer Mediation Training Program.

The Commission's Peer Mediation Training Program prepares middle and high school students to become Peer Mediators. These students then assist their peers in resolving differences before they escalate into violence. CRB's approach to teaching young students how to be peer mediators is grounded in the principles that underlie the Human Rights Law -- tolerance, human dignity, and respect. The 8-10 week after-school program also teaches these young students valuable life skills such as patience, persistence, active listening, and problem solving, while presenting alternatives to threats and violence. Students, faculty, and staff experience benefits from the program. Approximately 20 students per school participate in the Peer Mediation Training Program. The Commission revised and published *Talk it Over: A Peer Mediator's Guide* to assist the student mediators with the mediation process.

During the 2007–2008 school year, 210 high school students from 13 schools throughout the City graduated from the Peer Mediation Training Program.

Mortgage Counseling and Predatory Loan Prevention

The Commission's 5 trained counselors are assigned to each of the Commission's borough-based Community Service Centers. The Commission is a HUD-certified Housing Counseling Agency, receiving most of its clients from HUD when those individuals are behind in their mortgage payments and their homeownership is in jeopardy.

CRB staff members conduct outreach and counseling services to address the community instability created by predatory lending practices. These practices include excessively high fees and commissions, misrepresentation of the mortgage's terms and conditions, high interest rates, repeated financing of loans, balloon payments, and the financing of high-cost credit insurance. CRB staff provided 1,021 counseling sessions for 305 homeowners facing foreclosure and also conducted 5 workshops, advising people about the services the Commission provides.

The Commission continued its aggressive outreach campaign to complement its counseling services. Staff members distribute information and helpful resources, including consumer and banking information. The Commission also participates in homeownership seminars and predatory lending workshops in communities vulnerable to this type of discrimination.

Other CRB activities

The Commission also participates in activities to promote fair housing -- equal housing opportunity under the law. These activities include: fair housing training for providers and protected groups; resolution of informal housing complaints, particularly those that are disability-related; investigation of unlawful real estate practices; providing technical assistance to tenants as part of the Citywide Task Force on Housing Court; and active participation in community activities that encourage harmonious intergroup relations and neighborhood stability in areas undergoing ethnic change. In 2008, CRB delivered 88 Fair Housing workshops.

CRB’s comprehensive database includes all of the Commission’s field activities. This software enables the Commission to track all CRB’s activities more efficiently and comprehensively. In 2008, CRB was awarded grant funding to support the development of an interface between the Commission’s mortgage counseling files in their Client Management System and HUD’s (U.S. Housing and Urban Development) Client Activity Reporting System. This application will allow the Commission to send its client files over the internet to HUD for tracking and analysis of regional data in reports to Congress.

By year-end, CRB staff exceeded their 2007

productivity by over 50% -- delivering 88,438 units of service to individuals throughout the five boroughs.

The Commission’s educational programs and services were supplemented in 2008 with funding by: U.S. Department of Justice, Office of Special Counsel for Immigration-Related Unfair Employment Practices; NYS Archives and Records Administration; JPMorgan Chase; the Tiger Baron Foundation; and the Christopher Reeve Foundation.

CRB Staff

The Community Relations Bureau consists of 33 program and field staff and 5 support staff members.

COMMUNITY PROGRAMS

IMMIGRANT EMPLOYMENT RIGHTS	Presentations and materials on employment protection for immigrants (City law and Federal law) for: 1) immigrant workers; 2) employers; 3) immigrant advocacy organizations.
DISCRIMINATION IN EMPLOYMENT AND THE WORKPLACE	Presentations to individuals seeking new employment or reentering the workforce for: 1) clients in workforce development agencies and other back-to-work programs; 2) individuals with disabilities; 3) individuals with arrest and/or conviction records; 4) victims of sexual harassment.
EQUAL ACCESS	The Program provides: 1) investigation of individual inquiries (interviews, space assessment, code assessment, analyzing possibilities of code compliance, discussion of the law); 2) intervention, i.e. educating and negotiating with owners (calls, letters, visits); 3) group presentations regarding disability rights to consumers, business people, social service agencies, and hospitals; 4) drafting complaints and follow-up investigations.
SCHOOL PROGRAM	Present three basic curricula, the “NYC Human Rights Law,” “Sexual Harassment,” and “Resolving Conflict”: 1) to school classes (grades 6-12); 2) to parent groups.
PEER MEDIATION & COMMUNITY MEDIATION	The Mediation Program: 1) responds to requests to mediate bias and other community disputes; 2) sets up peer mediation groups in schools (grades 6-12); 3) delivers conflict resolution training to community groups as well as not-for-profit and school personnel.
MORTGAGE COUNSELING & PREDATORY LOAN PREVENTION	HUD-referred counseling for individuals facing the loss of their homes that includes: 1) reviewing in person their financial and mortgage status; 2) writing letters to creditors or banks to negotiate payment; 3) exploring alternatives to foreclosure with individuals and lending institutions; 4) referring cases of suspected predatory lending; 5) distributing literature and participating in housing coalitions; 6) community presentations on predatory lending and foreclosure prevention.

FY 2009 Budget

The Commission’s funding comes primarily from City tax-levy monies and the Federal Community Development Block Grant (CDBG) administered by the US Department of Housing and Urban Development (HUD). A contract with the Equal Employment Opportunity Commission (EEOC) and supplemental grants from the US Department of Justice, the NYS Archives SARA Grant, and the Tiger Baron Foundation provides additional funding.

City Tax-Levy	\$2,663,463
Federal Community Development Block Grant	\$4,439,653
TOTAL	\$7,103,116

Additional Program Grant Funding

EEOC Contract (Workshare agreement)	\$99,500
US Department of Justice	\$75,000
NYS Archives SARA Grant	\$14,570
Tiger Baron Foundation	\$10,000
TOTAL	\$199,070

Major Highlights

Summary Chart Issued on Ad Agencies

The Commission issued its first summary chart in April 2008 on whether 16 of the City's largest advertising agencies had met their 2007 hiring goals. The numbers revealed that most of the agencies that signed the groundbreaking agreements negotiated in September 2006, either met or exceeded their own goals. The historic agreements called for establishing minority recruitment goals for 3 years in the creative and managerial positions and reporting the results annually to the Commission. Under the terms of the agreements, the agencies that did not meet their diversity hiring goals employed outside assistance to help them achieve their mark. The Commission will continue to monitor the agencies' progress through 2009 as part of the 3-year agreements the Commission negotiated.

The agencies are: Arnold Worldwide; Avrett, Free & Ginsberg; BBDO; DDB; Draft New York; Euro RSCG Worldwide; FCB New York; Gotham, Inc.; Grey Direct; Grey Interactive; Kaplan Thaler Group, LTD.; Merkley + Partners; Ogilvy & Mather; PHD USA; Saatchi & Saatchi; and Young & Rubicam. Draft Inc. and FCB Worldwide have merged into one agency, Draft FCB.

Mortgage Counseling

As the only City agency to be a HUD-certified housing counseling agency, the Commission's 5 counselors provided direct mortgage counseling to over 300 clients. Counselors are available in each of the Commission's five borough offices, and it has been providing these services for over 20 years due to the fair housing, predatory lending and neighborhood stabilization issues that arise when homes are lost through foreclosure. The recent sub prime and related mortgage financing collapse has resulted in a substantial increase in requests for counseling services.

Employment Discrimination Testing

Under the Commission's testing program in employment for race and gender discrimination, matched groups of testers (Whites, African-Americans, and Latinos), who apply for the same jobs with similar résumés, conducted over 200 tests during 2008. Approximately 10% of those tests were referred to the Commission's Law Enforcement Bureau for investigation into possible discriminatory hiring practices by employers.

The program is based upon a recent study conducted by Princeton University in conjunction with the Commission, which measured the role that race plays in obtaining entry-level employment in the city. The study revealed that a Caucasian high school graduate was twice as likely to obtain a position as a similarly situated African-American applicant. Unlike the study, where no formal complaints were filed, the Commission will file charges against any employer found to be discriminating.

Immigration-Related Employment Discrimination

The Commission developed a two-part adult legal literacy curriculum for ESOL classes (English for Speakers of Other Languages) entitled *The Right To Work: Understanding Immigrant Employment Rights*. The two 3-hour lessons are being delivered in ESOL classes at public libraries, community colleges, and

workforce development agencies reaching individuals likely to experience employment discrimination due to their national origin or citizenship status, while advancing their language proficiency essential for job acquisition, retention and advancement.

Civil Rights Public Lecture Series

In April 2008, the Commission led a discussion at the Schomburg Center for Research in Black Culture in Harlem on the ways in which ethnic diversity affects our communities. The event - entitled "*E Pluribus Unum: Reconciling Diversity and Community in the 21st Century*" - was the Commission's third in a series of *Civil Rights Public Lectures*, which featured Dr. Robert D. Putnam, best-selling author of *Bowling Alone*. Dr. Putnam's remarks focused on social capital and how changing populations and ethnic diversity continually shape and reshape trust, identities, social ties and civic engagement.

Bilingual Agency Brochures, Newsletters, and Postcards Produced and Distributed

As part of its aggressive educational efforts, the Commission produced two new bilingual info cards in several languages: *Employment Discrimination*, and *Housing Discrimination*, publicizing the new amendment to the Human Rights Law that adds "any lawful source of income" in housing as a protected class. The Commission also produced: *The Right to Work: Understanding Immigrant Employment Rights* -- a workbook for ESOL classes; *Sexual Harassment in the Workplace* -- brochures in English and Spanish; and a newsletter specifically geared for immigrants and distributed at swearing-in ceremonies of new citizens. These and tens of thousands of the Commission's various multi-lingual publications have been widely distributed at meetings, fairs, events, schools, government offices, and businesses.

Commission in the News

The Commission's Communications Division worked closely with both the Law Enforcement and Community Relations Bureaus to develop a media strategy that would maximize the number of people the Commission reaches, informing them of the Commission's work and the NYC Human Rights Law. Part of this aggressive anti-discrimination campaign included highlighting the Commission's high-profile cases and events. The Commission also focused on reaching the City's diverse communities through the ethnic and community press.

During 2008, the Commission appeared 118 times in the media, with the majority prominently featuring the Commission. These numbers do not include each media outlet's online version of the

story, the multiple times a story was broadcast, or blogs.

Significant placements in both New York's print and electronic media included: NY 1 News, NY 1 Noticias, *The New York Times*, *The NY Law Journal*, *NY Daily News*, *NY Post*, *Staten Island Advance*, *The Amsterdam News*, *USA Today*, *El Diario La Prensa*, *Sing Tao*, *Ming Pao Daily News*, *World Journal*, *Korea Times*, *Korea Daily News*, *Advertising Age*, *Diversity Inc.*, *Ad Week*, *Crains NY Business*, *Gay City News*, *Time Out NY*, WWRL 1600 AM, WRKS 98.7 FM, Davidson Radio 620 AM, as well as numerous local and ethnic media outlets. The following two pages provide a small sampling of the Commission's 2008 highlights in the media.

Executive Staff

Patricia L. Gatling
Commissioner/Chair

Cliff Mulqueen
Deputy Commissioner/General Counsel

Lee Hudson
Deputy Commissioner for Community Relations

Carlos Vélez
Executive Director for Law Enforcement

Nimer Basha
Assistant Commissioner for Human Resources

Alex Korkhov
Executive Director for Community Relations

Betsy Herzog
Director of Communications

Commissioners

The Human Rights Commissioners are appointed by the Mayor to serve in a non-salaried position, assisting the Commissioner and Chair, Patricia L. Gatling, in addressing issues of discrimination.

Reverend Dr. Calvin O. Butts III
Pastor of the Abyssinian Baptist Church, one of the founders of the Abyssinian Development Corporation, and President of the State University of New York College at Old Westbury.

Dr. Eda F. Harris-Hastick
ACSW, Ed.D., tenured Associate Professor of Social Work at Medgar Evers College of the City University of New York and a licensed clinical social worker.

William J. Hibsher
Esq., Litigation Partner at Bryan Cave, LLP. in NYC, and is Vice President of the Board of Directors for the Medical Health Research Association of NY.

Dr. Edison O. Jackson
President of Medgar Evers College in Brooklyn.

Rabbi Haskel Lookstein
Rabbi of Congregation Kehilath Jeshurun and Principal of the Ramaz School.

Grace Lyu-Volckhausen
President of the Tiger Baron Foundation.

Omar T. Mohammedi
Esq., Private attorney specializing in employment discrimination and corporate and real estate transactions.

Derek Bryson Park
Ph.D., investment banker; Vice-Chair of the NYC Industrial Development Agency; Vice-Chair of the NYC Capital Resource Corporation; and Anglican Priest-in-Charge of a Brooklyn parish.

Rabbi Joseph Potasnik
Executive Vice President of the NY Board of Rabbis, Senior Rabbi at Congregation Mt. Sinai in Brooklyn Heights, author, and radio personality and commentator.

Lisa Quiroz
Senior Vice President of Corporate Responsibility for Time Warner Inc.

Publications

Booklets:
NYC Commission on Human Rights
English/French
English/Korean
English/Mandarin
English/Russian
English/Spanish

Discrimination Against Muslims, Arabs and South Asians in New York City Since 9/11
Survey report

Equal Access: It’s the Law
English/Korean
English/Mandarin
English/Spanish

Fair Housing: It’s the Law
English/Korean
English/Mandarin
English/Spanish

Guidelines Regarding Gender Identity Discrimination
English/Spanish

*Making It Happen & Staying Home: Services For You**
English/Spanish
Pocket guide for prisoners and formerly incarcerated

Race At Work: Realities of Race and Criminal Record in the NYC Job Market by Dr. Devah Pager and Dr. Bruce Western
Report on the impact of race, ethnicity and criminal records on securing entry-level positions in NYC

*Talk It Over—A Peer Mediator’s Guide **

The NYC Human Rights Law: Administrative Code of the City of NY Title 8

*The Right to Work: Understanding Immigrant Employment Rights**

Cards:
Commission Offices, Law, and Services

Domestic Violence and Employment Rights
English/Arabic
English/Creole
English/Korean
English/Mandarin
English/Polish
English/Russian
English/Spanish
English/Urdu

Employment Discrimination (English/Spanish)

Gender Identity

Housing Discrimination
English/Chinese

English/Russian
English/Spanish

Immigrant Employment Rights
English/Creole
English/Korean
English/Mandarin
English/Polish
English/Spanish

Peer Mediation

Pregnancy and Employment Rights
English/Spanish

School Program

Sexual Harassment
English/Spanish

Brochure:
*Mediation Questions and Answers **

Sexual Harassment in the Workplace
English
Spanish

CCHR Newsletters:
Winter 2003
Spring 2003
Summer/Fall 2003
Winter/Spring 2004
Summer/Fall 2004
Summer/Fall 2005
Summer/Fall 2006
Summer/Fall 2007
Summer/Fall 2008
Immigrants and New Citizens 2008-2009*

Annual Reports:
2002 – 2008 Available online: www.nyc.gov/cchr

Posters:
Fair Housing
English
Spanish

From Many Countries, One City
Multi-lingual

CD-ROM:
Discrimination and Race Relations: Selected Reports From the NYC Commission on Human Rights (1935-2005) **
100 selected major reports, speeches, surveys, documents, testimony from public hearings, and policy papers since the Commission’s earliest days in 1934 as a voluntary mayoral committee

*Currently not available online
**Only table of contents available online

Office Locations

Main Office
Dial 311 or Tel: (212) 306-7500
Fax: (212) 306-7658

NY Relay Services:
(800) 421-1220 English
(877) 662-4886 Spanish

Community Service Centers

Manhattan
40 Rector Street, 10th Floor
New York, NY 10006

Queens
153-01 Jamaica Avenue, 2nd Floor
Jamaica, NY 11432

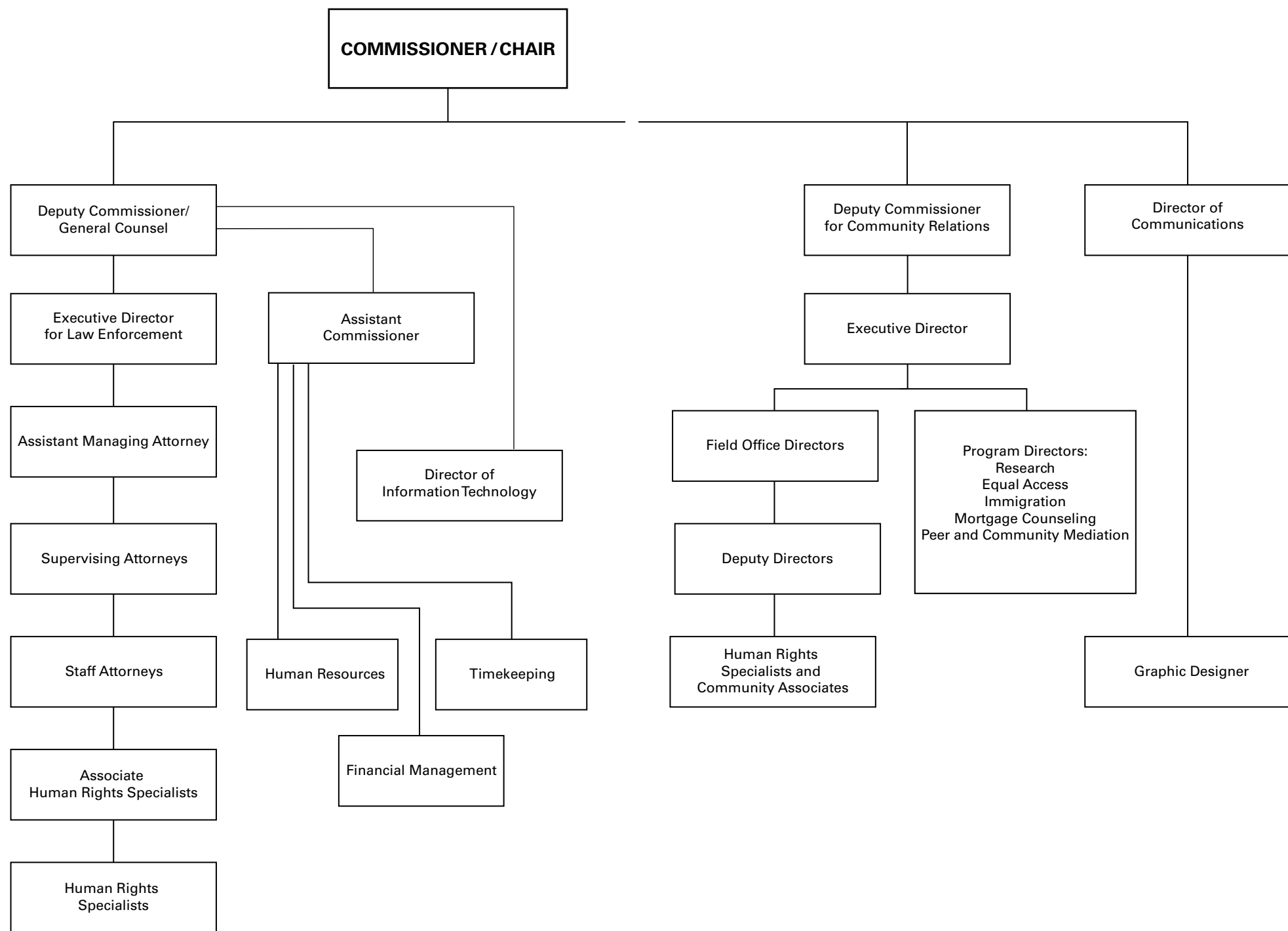
Bronx
1932 Arthur Avenue, Room 203A
Bronx, NY 10457

Staten Island
60 Bay Street, 7th Floor
Staten Island, NY 10301

Brooklyn
275 Livingston Street, 2nd Floor
Brooklyn, NY 11217

Website
www.nyc.gov/cchr

For Mortgage Counseling Services, call
(718) 657-2465



AVOIDING IMMIGRATION-RELATED EMPLOYMENT DISCRIMINATION

**2008
Program for Employers**

Friday, June 6, 2008
10:30 a.m. - Noon

Speakers:
Patricia L. Gatling
Commissioner, NYC Commission on Human Rights
Robin M. Stutman, Esq.
Special Litigation Counsel,
Office of Special Counsel for Immigration-Related
Unfair Employment Practices, Civil Rights Division,
U.S. Department of Justice
Chung-Wha Hong
Executive Director, New York
Immigration Coalition

Acknowledgements:
NYC Councilmember John Liu
Grace Lyu-Volckhausen
Susan R. Dalmás

Location:
Queens Library, Flushing Branch
Auditorium
41-17 Main Street
Flushing, NY 11355
(corner of Main St. and Kissena Blvd.)

Hosted by:
Queens Library's
Adult Learner Program

RSVP (212) 306-7560
Please let us know if you require
American Sign Language interpreters

Directions:
Bus
Q12, Q15, Q17, Q19, Q20A, Q20B, Q25,
Q26, Q27, Q32X, Q34, Q44, Q65, or Q66
to Main St. & Kissena Blvd.
or Main St. & Roosevelt Ave.
Subway
7 to Main St. Flushing, walk to 41St.
Train
Long Island Railroad to Main St.

NYC Commission on Human Rights
Michael R. Bloomberg, Mayor
Patricia L. Gatling, Commissioner
The New York Immigration Coalition

The NYC Human Rights Law Protects Section 8 and Other Government Assistance Recipients from Housing Discrimination.

To avoid being evicted, the law (8) or more with the
landlord (CMHC)?

- Refuse to rent an apartment to you because you
receive federal, state or local public or housing
assistance, or because you are a recipient of
public or housing assistance, including Section 8, toward the
existing tenant, whether or not you are a new or
existing tenant.
- Refuse to rent an apartment to you because you are a
recipient of public or housing assistance, including Section 8,
toward the existing tenant, whether or not you are a new or
existing tenant.
- Refuse to rent an apartment to you because you are a
recipient of public or housing assistance, including Section 8,
toward the existing tenant, whether or not you are a new or
existing tenant.

Registrars of the number of units in the building. The
landlord must accept your rental subsidy if:

- You are a tenant in a regulated unit and you and there
are no other units in the building.
- The landlord owns another building in NYC that has six
or more units.

The New York City Human Rights Law
**Protects Section 8 Voucher Holders
from Housing Discrimination**

If you are being denied an apartment
or your landlord has refused to accept
your Section 8 or other government
assistance voucher, you should contact
the Law Enforcement Bureau of the
NYC Commission on Human Rights
at 311.

NYC Commission on Human Rights
Michael R. Bloomberg, Mayor
Patricia L. Gatling, Commissioner/Chair
www.nyc.gov/cchr

EMPLOYMENT DISCRIMINATION

**Do you feel that your employer
is discriminating against you based
upon your membership in a protected
class, i.e., race, color, creed (religion),
age, national origin, alienage or
citizenship status, gender (including
gender identity and sexual harassment),
sexual orientation, disability, marital
status, partnership status, arrest or
conviction record, or status as a victim of
domestic violence, stalking or sex offenses?**

**Is your workstation aggravating your disability?
Do you need to leave early or take time off to
accommodate your religious beliefs?**

**Are you getting paid less than a
co-worker for the same job due to your
membership in a protected class?**

Are you being sexually harassed at work?

**The NYC Commission on
Human Rights may be able to help you.**
To file a complaint call 311 or 212-306-7450
It is against the law for an employer to retaliate
against you for filing a complaint.

NYC COMMISSION ON HUMAN RIGHTS
MICHAEL R. BLOOMBERG, Mayor | PATRICIA L. GATLING, Commissioner / Chair



From top: Immigration Discrimination Lecture card; Section 8 Housing Discrimination info card; Employment Discrimination info card; Photo from the latest in the Commission's *Civil Rights Public Lecture* series featuring Dr. Robert D. Putnam. Photo from left to right: Richard E. Green, Rabbi Robert Kaplan, Dr. Putnam, Commissioner Patricia L. Gatling, Rev. C. Vernon Mason, Chung-Wha Hong, and Dr. Katherine S. Newman.

2008

NEW YORK CITY COMMISSION ON HUMAN RIGHTS
MICHAEL R. BLOOMBERG, MAYOR
PATRICIA L. GATLING, COMMISSIONER/CHAIR

