

# 2010 ANNUAL REPORT

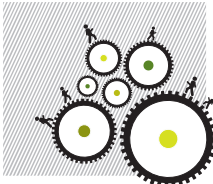


**ComALERT** Testimonials and Law Enforcement

NAME: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 PHONE: \_\_\_\_\_  
 EMAIL: \_\_\_\_\_  
 WHERE DO YOU LIVE? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO WORK? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO SCHOOL? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO THE GYM? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO THE STORE? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO THE RESTAURANT? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO THE BAR? \_\_\_\_\_  
 HOW DO YOU TRAVEL TO THE CLUB? \_\_\_\_\_  
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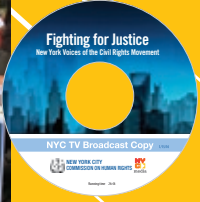


## THE RIGHT TO WORK Understanding Immigrant Employment Rights A Workbook for EEOC, Chapter



## 懷孕與 就業權利

因為您懷孕或產後期間，  
 僱主有責任保護您的工作。  
 如果您懷孕或產後期間，  
 僱主有責任保護您的工作。  
 如果您懷孕或產後期間，  
 僱主有責任保護您的工作。



**NEW YORK CITY COMMISSION ON HUMAN RIGHTS**  
 Michael R. Bloomberg, MAYOR | Patricia L. Gatling, COMMISSIONER/CHAIR



# 2010 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**



# Message from the Mayor



New York City has always been proud to be the world's second home—an international capital built and sustained by people from every corner of the globe. This diversity continues to define and strengthen us, making New York into the vibrant and dynamic metropolis it is today. With a population of 8.4 million speaking nearly 200 different languages, ours is a city of promise and opportunity, and our doors are open to everyone with the determination to achieve a better life and the willingness to work hard.

As a city that welcomes, accepts, and appreciates people of all backgrounds, discrimination simply has no place here. A testament to our enduring commitment to protecting civil rights is New York City's Human Rights Law, one of the strongest and most comprehensive in the nation. The law ensures that everyone who lives in our city, works here, or visits is treated fairly, with the widest possible choices in employment, housing, and public accommodations equally available to each.

In 2002, I appointed Brooklyn prosecutor Patricia L. Gatling to head our anti-discrimination efforts at the New York City Commission on Human Rights. Commissioner Gatling and her dedicated team of attorneys and Human Rights Specialists remain vigilant in enforcing our Human Rights Law, investigating alleged violations, and educating New Yorkers about their rights.

I am proud of the vital contributions that the New York City Commission on Human Rights has made to our quality of life. I invite you to learn more about the Commission's work in its 2010 Annual Report.

  
Michael R. Bloomberg



# Message from the Commissioner



New York City has one of the oldest and strongest civil rights laws in the nation, and here at the Commission on Human Rights, we vigorously enforce that law, protecting New Yorkers and visitors from discrimination and educating them about the law.

The law ensures equal rights for all people in New York City -- whether it is ordering a large housing management corporation to make a front door accessible to a disabled tenant or ordering a smaller housing provider to accept a tenant's Section 8 rent voucher so the individual can remain in his apartment, negotiating a monetary settlement with a school that fired a professor

for being Muslim and wearing a hijab, ordering an employer to rehire an individual who was fired because of a prior conviction record, or teaching anti-discrimination laws to immigrants as they learn English.

In 2010, we had a case that could redefine the boundaries of our law regarding the elderly and disabled communities. Following a lengthy investigation and trial, we ordered the management corporation for a large housing complex to make a front door of one of its 35 buildings accessible to a disabled long-time resident. We determined that the side door they installed nearly two years after the complaint was filed did not provide equal access to the disabled tenant under our law. We also ordered the corporation to pay \$51,000 in damages to the complainant, and a \$50,000 fine to the City. The purpose of our law is to ensure that all people, regardless of their membership in a protected class, be able to fully enjoy all the rights, privileges and advantages that this great City has to offer. Although the corporation argued that their remedy was sufficient, the antiquated idea of 'separate but equal' was deemed unconstitutional over 50 years ago. The case is currently on appeal in the Bronx Supreme Court.

Also in the area of disability and as part of our Equal Access Program, we continue to successfully negotiate or order modifications in housing, public accommodations, and employment for individuals such as ramps, grab bars, and bell and buzzer systems. A more complete list of the modifications we obtained in 2010 for complainants can be found in this report.

Last year brought other new challenges and the Commission has met them head on. All too often, difficult economic times lead to some of our more vulnerable populations becoming easy targets of discrimination. In 2010, while continuing to serve all New Yorkers and visitors, we focused additional resources on assisting those groups that can easily fall victim to discrimination.

One of the areas we focused on this last year was immigrant employment rights because of the high number of immigrants in this City and the discrimination they could face based on their national origin or citizenship status. We expanded our adult-literacy curriculum for intermediate and advanced English-language learners, bringing this coursework into major new venues, including the City University of New York Adult Literacy/GED/ESL Program. The workbooks we developed for students and teachers and the companion DVD are available on our website, and the websites of the US Department of Justice/Civil Rights Division, .docstoc -- Documents for Small Business and Professionals, and the Federal Citizen Information Center.

Because of the success of our adult-literacy program for intermediate and advanced students, we are developing a new curriculum for those learning English on the beginner level. Although the beginner level poses more challenges because of the students' low level comprehension of English, we expect to fully implement it in 2011. We also reach hundreds of new immigrants with important anti-discrimination information each week at swearing-in naturalization ceremonies.

Nearly half of our workshops are geared for low-wage earners who are seeking to re-enter the workforce and are also often vulnerable to discrimination. Through our program *Working for Real: Employment Rights and Discrimination in the Workplace*, we reached thousands of individuals in workforce development agencies and other back-to-work programs throughout the City, emphasizing workplace-related issues such as discrimination in employment, sexual harassment, and conflict resolution. Clients learn how to better understand and address these issues within the dynamics of the workplace environment.

We also kicked off a new presentation series at parole and probation orientation sessions, alerting men and women recently released from prison about the protections they have against discrimination in employment based on their arrest or conviction record and related areas under the NYC Human Rights Law. The new bi-lingual information and resource guide, *Turning the Game Around: NYC Can Help*, we produced will assist them as they return to their communities.

As part of this new series, we co-hosted a special event, *ComALERT* Staten Island, with the NYS Division of Parole, to address an increase of bias incidents in that borough and assist the formerly incarcerated to transition home. At *ComALERT* Staten Island (*Community and Law Enforcement Resources Together*), we were able to introduce the group to employment and other service agencies.

Our employment discrimination-testing program continues as an important part of our work. Under this program, we send out matched pairs of testers who apply for the same entry-level or low-level jobs with equivalent résumés, testing for race and gender discrimination. Ten percent of these tests have been referred to our Law Enforcement Bureau for investigation and prosecution.

One of my personal highlights of the year was creating an online Civil Rights Museum ([www.nyc.gov/cchr/justice](http://www.nyc.gov/cchr/justice)), featuring three short films we co-produced with NYC Media, and co-hosting an event at the Apollo Theater. The films, *Fighting for Justice: New York Voices of the Civil Rights Movement*, highlight the work of Esther Cooper Jackson, Clifford L. Alexander, Jr., and Elsie Richardson, whose contributions helped pave the way toward progress and equal justice for African-Americans, and whose stories begin to tell about New York City's formative place in the national Civil Rights Movement. Through films and other related

materials, the website illustrates that New York City was the hub of a struggle to achieve equality and justice that so many other movements have looked to for strategy and strength.

At the Apollo Theater event we held in early 2010 along with our partner NYC Media, and in collaboration with the Apollo Theater Education Program, we presented a public screening of the *Fighting for Justice* film followed by a panel discussion. In addition to Mrs. Jackson and Mr. Alexander, panelists included: author and Baruch College Professor Dr. Clarence Taylor; author and Northwestern University Associate Professor Dr. Martha Biondi; and documentary filmmaker Shola Lynch. Keith Brown, Senior Vice President of News and Public Affairs at BET Networks, moderated the discussion.

These are just a few of the Commission's many highlights and accomplishments.

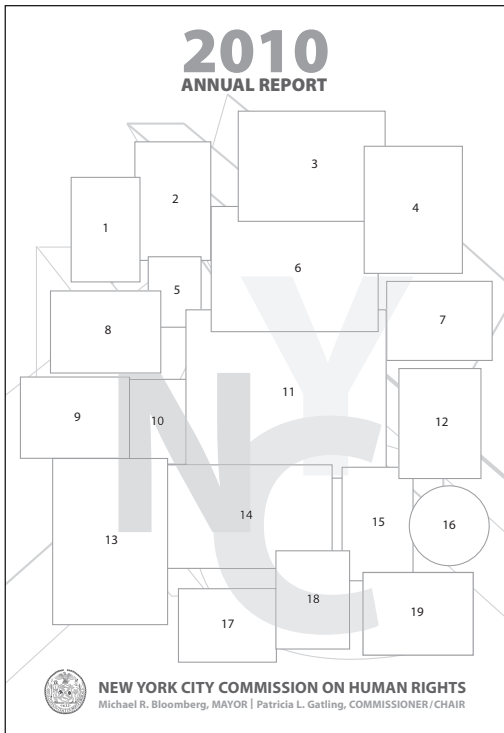
We remain aggressive in our anti-discrimination efforts -- enforcing the Human Rights Law and educating individuals about the law -- serving New Yorkers and visitors effectively, efficiently, and compassionately. Our commitment to fighting discrimination is reflected in our achievements.

I am proud to serve as this City's Human Rights Commissioner and am grateful to Mayor Bloomberg for the opportunity to continue promoting and protecting the civil rights of all New Yorkers.



Patricia L. Gatling

**Patricia L. Gatling**



## On The Cover

**1.** The Commission's *Turning the Game Around: NYC Can Help* is a bi-lingual pocket-sized booklet for the formerly incarcerated to assist them in successfully transitioning home.

**2.** The Commission and the NYS Division of Parole co-hosted a program, *ComALERT* Staten Island (*Community and Law Enforcement Resources Together*), to assist the formerly incarcerated in successfully transitioning back into society. The card helped link the parolees with available services.

**3.** Commissioner Patricia L. Gatling co-hosts *ComALERT* Staten Island event for parolees.

**4.** The Commission's adult-literacy curriculum developed for intermediate and advanced English-language learners expanded into new venues. The workbook and companion DVD are available online at the Commission and the US Department of Justice/Civil Rights Division websites.

**5.** Elsie Richardson – community organizer/activist who led Senator Robert F. Kennedy on a tour of Bedford-Stuyvesant and whose efforts led to the creation of the nation's first non-profit community development corporation – was the subject of a short film co-produced with NYC Media.

**6.** The Commission, along with its partner NYC Media, and in collaboration with the Apollo Theater Education Program, presented a public screening of *Fighting For Justice: New York Voices of the Civil Rights Movement*

followed by a panel discussion at the Apollo Theater in celebration of Martin Luther King, Jr. Day.

**7.** A French documentary film crew interviews Equal Access Program Director, Ted Finkelstein (center), on Brighton Beach about the many modifications for accessibility the Commission has successfully negotiated in that community. In this instance, the Commission worked with the City Parks and Recreation Department to make the City's beaches accessible to those with disabilities.

**8.** The Commission's English/Spanish Employment Discrimination info card.

**9.** The Commission's English/Chinese Pregnancy & Employment Rights info card.

**10.** Deputy Director of the Commission's Queens Community Service Center Adneri Ponce (left) meets with Human Rights Specialist JoAnn Darcy.

**11.** Clifford L. Alexander, Jr. (center) subject of *Fighting For Justice* film, NYC Media COO Todd Asher (Left center) and Commissioner Patricia L. Gatling (right) and the film team ring the opening bell at the NY Stock Exchange Euronext on January 15, 2010 following the event at the Apollo Theater.

**12.** The Commission's English/Spanish Human Rights Law and Offices info card.

**13.** The Commission's NYC Online Civil Rights Museum, which includes 3 short films and supporting material, can be viewed at [www.nyc.gov/cchr/justice](http://www.nyc.gov/cchr/justice).

**14.** *Fighting For Justice* panelists at the Apollo Theater event: (left to right) Dr. Clarence Taylor, Clifford L. Alexander, Jr., Esther Cooper Jackson, Dr. Martha Biondi, and Shola Lynch.

**15.** Human Rights Specialist Abraham Tejada works the Commission's information table during National Night Out Against Crime in upper Manhattan.

**16.** DVD of *Fighting For Justice: New York Voices of the Civil Rights Movement*, a film co-produced by the Commission and NYC Media.

**17.** Commissioner Patricia L. Gatling and Dr. Charles Larkin of Trinity College Dublin read a Frederick Douglass lecture on the anti-slavery movement he gave in the mid 1840s in Ireland. The manuscript belongs to the Department of Early Printed Books, Trinity College Dublin Library.

**18.** Human Rights Specialist William Whitaker's photo is flashed on an auditorium screen as one of ten recipients of the 2010 Isaac Liberman Public Service Awards of the Hundred Year Association.

**19.** The Commission successfully negotiated modifications for accessibility with the owner of an upper Manhattan residential building, who installed ramps inside and outside the building.

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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 2010 was 460; 66% of those cases were in employment, 21% in housing, 12% in public accommodation, and 1% were bias-related harassment. In addition, the Commission successfully resolved 199 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.

The following three examples illustrate successful pre-complaint interventions.

- One pre-complaint intervention involved an employee of a private hospital who had several disabilities including difficulty walking. After being denied his request for an accommodation, the Commission intervened on his behalf and successfully negotiated a parking spot closer to the hospital entrance.
- LEB successfully intervened on behalf of a single mother in Washington Heights who could not bathe her 40-year-old blind disabled daughter in the bathtub without modifications to the bathroom. After a NY1 Reporter brought the situation to the Commission's attention, LEB successfully intervened, getting the building's administrator to install a flip-down seat bolted to the wall and several grab bars.
- LEB also successfully intervened on behalf of a wheelchair user who had difficulty registering at a hospital because of high information and registration tables. The Commission spoke with the hospital,

which installed lower tables. They also fixed the door pressure at the accessible bathrooms, and widened the stalls, enabling full access to people with disabilities.

In addition to the 199 allegations resolved through pre-complaint intervention, the Commission resolved 422 filed cases. 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 a significant increase in Probable Cause Determinations and Settlements since 2002.

To maximize its efficiency, the Commission restructured LEB, using staff attorneys to conduct all of its investigations. This has enabled the Commission to increase its caseload and decrease the amount of time it takes to issue a determination.

In 2010, the Commission expanded its complaint filing system to include all five boroughs on selected days. In addition to filing a complaint with LEB in lower Manhattan, an individual can speak to an attorney in one of the Commission's five Community Service Centers. The attorney's schedule for each of the field offices is listed on the Commission website, [www.nyc.gov/cchr](http://www.nyc.gov/cchr).

During 2010, 93% of the pending cases at the Commission were under one year old, as compared to just 14% at the beginning of this administration. In 2010, there were four cases older than three years as compared to 2002, when there were 2,224 cases at the Commission three 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 2010, the Commission took three cases to trial and issued two post-trial Orders.

On November 16, 2010, the Commission ordered the owner of a nail salon to pay a \$12,000 fine to the City and \$7,500 in compensatory damages to the sister of a complainant who was denied service at the salon. The complainant died before the case went to trial and her sister pursued the case on the deceased complainant's behalf.

On November 16, 2010, the Commission ordered the management corporation of a large housing complex to make the front door of the complainant's building accessible, pay a \$50,000 fine to the City, pay the complainant \$50,000 in

compensatory damages and \$1,000 for damages to his motorized scooter.

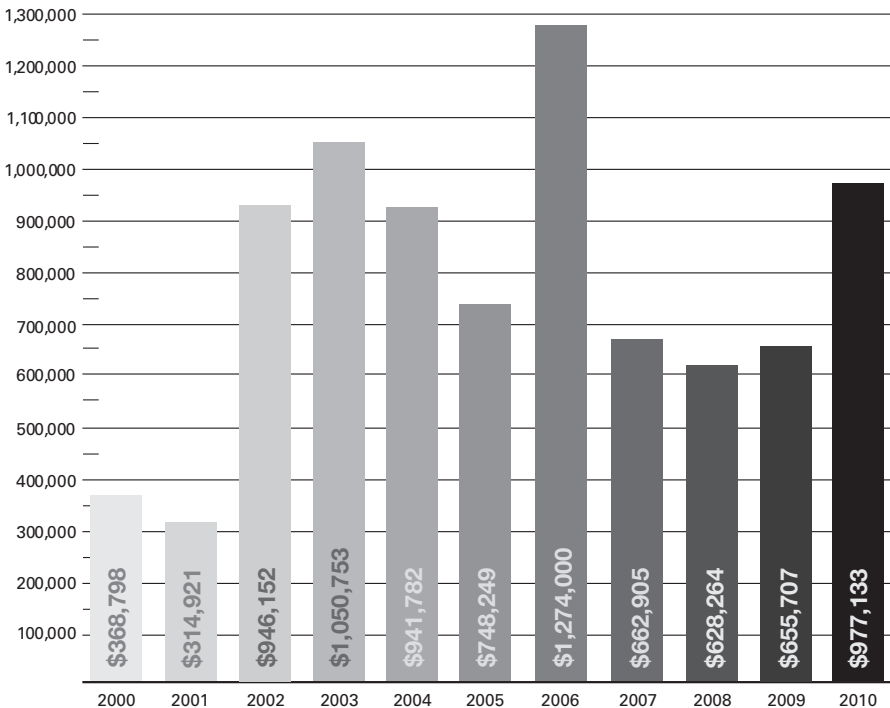
## Fines

In 2010, the Commission assessed fines totaling \$194,195.

## Settlements

The Commission has the authority to obtain cash settlements for those aggrieved by violations of the Human Rights Law. In 2010, the total dollar value of the settlements was \$977,133. Non-cash settlements successfully negotiated by the Commission include rehiring, policy changes, and modifications for accessibility.

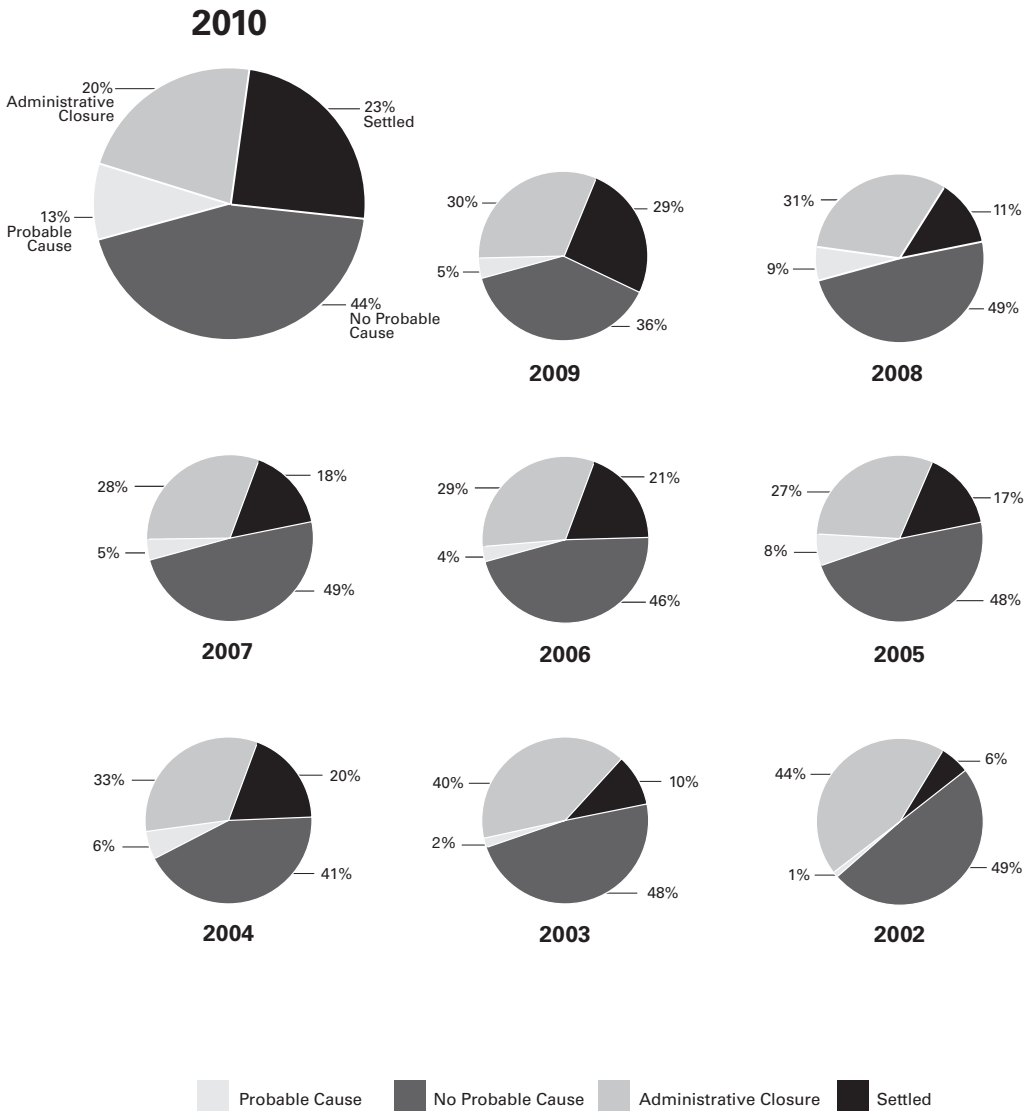
## SETTLEMENTS



Determinations and Resolutions

Since 2002, Probable Cause determinations and Settlements 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 2010, the Commission successfully negotiated 184 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, accessible fitting rooms, and bathrooms, accessible bank teller window, electronic doors, electronic gates, lift, and curb-cuts; widening of aisles; permitting guide dogs in residences, a school, and restaurants where dogs are prohibited; lowering an information table at a hospital and lowering the emergency room registration table; moving disabled individuals to accessible apartments; removal of cart corrals and gates and making an accessible entrance through the cart corrals; widening of checkout aisles; disability parking spaces with signage; the use of side locked entrances; seating in all price ranges for a chain of Broadway theatres; and changing a bus route so the disabled rider is closer to home.

## LEB Staff

The Law Enforcement Bureau consists of 15 attorneys, 4 Human Rights Specialists, including one retired NYPD officer, and 4 support staff members.

## COMPLAINT PROCESS

|                          |                                                                                                                                                                     |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| INTAKE                   | Attorneys conduct the interview and try to intervene and resolve the issue before generating a complaint.                                                           |
| COMPLAINT IS FILED       | Office of Docketing files and serves the complaint; sometimes parties are invited to mediate.                                                                       |
| INVESTIGATION            | Attorneys interview witnesses, review documents.                                                                                                                    |
| DETERMINATION            | Probable Cause: refer to OATH for trial.<br>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.

In 2010, the Commission expanded its complaint filing system to include all five boroughs on selected days. In addition to filing a complaint with LEB in lower Manhattan, an individual can speak to an attorney in one of the Commission's five Community Service Centers. The attorney's schedule for each of the field offices is listed on the Commission website, [www.nyc.gov/cchr](http://www.nyc.gov/cchr).

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

The Commission maintains its aggressive public education through the programs it provides.

## Immigrant Employment Rights

The Commission conducted 330 workshops, ESOL classes, and other outreach events during 2010 to inform immigrant workers, employers, and immigrant advocacy organizations about their rights and obligations under Federal and City laws. The discussions, instructions in adult 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, Haitian Creole, and Russian.

The Commission's ESOL classes teach immigrant employment rights to adult students at the intermediate level and above using an interactive DVD workbook. The classes teach key points in hiring (I-9 form, interview questions, acceptable documents for work authorization and establishing identity) and discrimination on the job (English-only policies, dress, accent). The Commission taught 81 ESOL sessions, reaching 1,627 students and teachers with this important information.

## Discrimination in Employment

During 2010, CRB continued a new program *Working for Real: Employment Rights and Discrimination in the Workplace*. This anti-discrimination program provides workshops throughout the City's many workforce development and other back-to-work agencies. The program highlights employment 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 such as Goodwill Industries and FECS.

The Commission also began a new curriculum for people who were formerly incarcerated conducting workshops through Alpha School/Center for Progressive Living, *ComALERT*, and the Women's Prison Association.

## Equal Access

The Commission continues to expand its Equal Access Program. In conjunction with LEB, CRB staff regularly conducts workshops and investigations. They also provide pre-complaint intervention when individuals experience accessibility problems. As a result, CRB staff successfully negotiated 172 modifications during 2010 through pre-complaint intervention, and LEB negotiated an additional 12 modifications.

Modifications secured in 2010 through the Commission are listed on page 7 in this report.

## School Program

Commission staff members visited 32 City schools and 24 youth centers in 2010. They conducted 294 sessions and taught over 4,865 students in grades 6-12 three basic curricula: the Human Rights Law, Sexual Harassment, and Conflict Resolution. The Conflict Resolution workshops 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 once again revised and published *Talk it Over: A Peer Mediator's Guide* to assist the student mediators with the mediation process.

During 2010, 127 high school students from 8 schools throughout the City graduated from the Peer Mediation Training Program.

## Fair Housing

The Commission participates in many 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 demographic change. In 2010, CRB delivered 50 Fair Housing workshops.

## Mortgage Counseling and Predatory Loan Prevention

The Commission's 4 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 761 counseling sessions for 121 homeowners facing foreclosure.

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 Activities

CRB was awarded another grant from the US Department of Justice Office of Special Counsel to support the Commission’s ESOL program. CRB was also awarded a grant from the Christopher and Dana Reeve Foundation to produce a series of short educational videos for individuals with disabilities seeking accessibility solutions.

By year-end, the Commission delivered 88,597 units of service throughout the five boroughs, a 3% increase compared to the previous year.

The Commission’s educational programs and services were supplemented in 2010 with funding from: US Department of Justice, Office of Special Counsel for Immigration-Related Unfair Employment Practices; JPMorgan Chase; and the Tiger Baron Foundation.

CRB Staff

The Community Relations Bureau consists of 30 program and field staff and 5 support staff members.

COMMUNITY PROGRAMS

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

# FY 2011 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 and the Christopher and Dana Reeve Foundation provide additional funding.

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|                                           |                    |
|-------------------------------------------|--------------------|
| City Tax-Levy                             | \$2,460,908        |
| Federal Community Development Block Grant | \$4,505,607        |
| <b>TOTAL</b>                              | <b>\$6,966,515</b> |

## Additional Program Grant Funding

|                                       |                  |
|---------------------------------------|------------------|
| EEOC Contract (Workshare agreement)   | \$84,700         |
| US Department of Justice              | \$65,453         |
| Christopher and Dana Reeve Foundation | \$6,250          |
| <b>TOTAL</b>                          | <b>\$156,403</b> |

# Major Highlights

## **NYC Online Civil Rights Museum**

The Commission launched its NYC Online Civil Rights Museum with a new website and three short films the Commission co-produced with NYC Media. The films, *Fighting for Justice: New York Voices of the Civil Rights Movement*, highlight the work of Esther Cooper Jackson, Clifford L. Alexander, Jr., and Elsie Richardson, whose contributions helped pave the way toward progress and equal justice for African-Americans and whose stories begin to tell about New York City's formative place in the national Civil Rights Movement. These films and other related materials illustrate that New York City was the hub of the struggle to achieve equality and justice that so many other movements have modeled.

## ***Fighting for Justice: New York Voices of the Civil Rights Movement* Event**

Along with its partner NYC Media, and in collaboration with the Apollo Theater Education Program, the Commission presented a public screening of *Fighting for Justice* followed by a panel discussion at the Apollo Theater in Harlem.

## **Immigration-Related Employment Discrimination**

The Commission expanded its adult literacy curriculum for intermediate and advanced ESOL classes (English for Speakers of Other Languages) entitled: *The Right To Work: Understanding Immigrant Employment Rights* into colleges in the CUNY NY Adult Literacy/GED/ESL Program. The two 3-hour lessons, reached over 1,600 students 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. The Commission also offers daily presentations to new citizens and workshops for employers, addressing nearly 1,000 individuals a week.

## **ComALERT Staten Island – To Address Bias Incidents and Assist the Formerly Incarcerated**

The Commission co-hosted a program *ComALERT Staten Island* (*Community and Law Enforcement Resources Together*), with the NYS Division of Parole in Port Richmond for individuals on parole to get assistance with the increase of bias incidents. They were also introduced to employment service agencies and received the first printing of the bi-lingual informational booklet *Turning the Game Around: NYC Can Help*.

## **Modifications for Individuals With Disabilities**

For the eighth year in a row, the Commission has successfully negotiated over 150 modifications in housing and public accommodations (such as ramps, grab bars, bell and buzzer systems, etc.) for individuals with disabilities.

## **Lawful Source of Income**

Since the March 2008 passage of an amendment to the City's Human Rights Law that protects Section 8 and other government assistance recipients from housing discrimination, the Commission has filed

234 complaints alleging lawful source of income discrimination. The Commission has successfully settled 107 of those complaints in addition to resolving 47 through its pre-complaint Intervention process, resolving the allegation before a formal complaint is filed. The Commission has assessed fines against building owners totaling \$38,750 and has obtained cash settlements for complaints totaling \$50,027. Also, as a result of the Commission's efforts, 98 complainants have received apartments they were initially denied because of their lawful source of income, with the respondents agreeing to accept their government subsidy.

### **93% of Caseload is Under One Year Old**

At the beginning of 2002, the new administration inherited a backlog of nearly 5,000 cases, some dating back as far as twenty years, and many over ten years old. One of the primary goals at that time was to reduce the large inventory of cases quickly and efficiently while at the same time making sure the complainants received a thorough investigation and a just solution. By the end of 2002, the Commission eliminated its backlog and also implemented a One-Year-Policy for new cases, unless complex litigation is involved. Today, 93% of the Commission's caseload is under one year old and only 4 cases are older than three years.

### **Employment Discrimination Testing**

The Commission's employment testing program for race and gender sends matched groups of testers to apply for the same jobs with similar résumés. The Commission conducted 101 tests in 2010. Ten percent have been referred to the Commission's Law Enforcement Bureau for investigation. The Commission also has collected \$60,000 in fines to the City in 2010.

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## **Commission in the News**

The Commission's Communications Division works 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 in mainstream, ethnic, and community press.

In 2010, the Commission appeared 229 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, or the multiple times a story was broadcast in a single day. Additionally, one

Commission-related story appeared in 20,600 media outlets while another appeared in 155 media locations.

Significant placements in both print and electronic media included: The Associated Press, NY 1 News, WCBS-TV, WNBC-TV, NYC TV, TNT, ITV, *The NY Daily News*, *NY Post*, *National Law Journal*, *The NY Law Journal*, *Wall Street Journal*, *Staten Island Advance*, *Amsterdam News*, *Queens Gazette*, *Bronx Times Reporter*, *Gay City News*, *World Journal*, *Davidson SI*, *Trinity College Dublin*, *Tribune News*, *Guyana News and Information*, *Time Out NY*, *Adweek*, WWRL 1600 AM, WRKS 98.7, WBLS 107.5, WNYC 93.9 and AM 820, National Public Radio, NYC 91.5, and WCBS 880. The following two pages provide a sampling of the Commission's 2010 highlights in the media.

## Our Borough in Pictures BROOKLYN CHOIR ENTERTAINS AT APOLLO



In honor of Dr. Martin Luther King, Jr., the NYC Commission on Human Rights and NYC Media, in collaboration with the Apollo Theater Education Program presented a free preview screening of *Fighting for Justice: NY Voices of the Civil Rights Movement*, followed by a panel discussion on Jan. 31 at the Apollo Theater. Entertainment was provided by the C3 Youth Choir from the Christian Cultural Center in Canada.

Brooklyn Daily Eagle 01/27/10

## Disabled senior socks Co-op City

A HANDICAPPED Bronx man won \$51,000 from Co-op City management after it refused to make the front door to his building wheelchair-accessible.

"It was a big victory, not just for me but for every disabled New Yorker," said John Rose, 67. "We deserve our equal rights."

Rose, who has cerebral palsy, said Co-op City ignored his request for an accessible door for more than two years.

The building finally let him use a side door, but he felt unsafe because he couldn't see out the door's small window and was hidden from the security guard.

The commission on Human Rights ordered Co-op City to pay Rose \$50,000 for his pain, suffering and mental anguish—as well as \$1,000 for damages to his scooter from using it to push the doors open.

NY Daily News 11/20/10

## Prison in their past, future a blank slate

Big new helping hand extended to the borough's 500 parolees

By DEBORAH YOUNG  
STATEN ISLAND NEWS

Some bunched forward, others slouched in, their chairs and crossed their arms defiantly over their chests, but all 50 parolees listened yesterday to the speakers at St. Philip's Baptist Church, Fort Richmond, with the quiet attention of honest students.

The message was about opportunity, and all the resources available to help them make a worthwhile life beyond prison bars.

"All you need is a desire. If you come with a desire and you have a will, there is a way," Patricia Gaffney, head of the New York City Commission on Human Rights, told the group, all of whom are back home on Staten Island after doing time for felony crimes.

"Our job is not to lock you up. We're here to help," said

SEE PRISON, PAGE A7

SI Advance 09/30/10

## NY1 For You: Disabled Manhattan Tenant Gets Fully Accessible Bathroom

By Rocco Vertuccio

The new year brought a much-needed gift for one mother who struggled to bathe her 40-year-old blind disabled daughter in their Washington Heights apartment without a bathroom. NY1's Rocco Vertuccio filed the following NY1 For You report.

Last March, NY1 first met Gladys Salva and her daughter Tina, who is blind and suffers from brain damage and cerebral palsy. At the time, the Salvases lived in one of the five apartments in a Washington Heights building where the tenants' bathrooms were torn out.

They were forced to use bathrooms in vacant unlocked apartments throughout the building.

"We have to put her on the wheelchair at 6 o'clock in the morning, when she wakes up wet, to bring her out to the cold hall to go to a vacated apartment," said Gladys Salva at the time.

The tenants had been in court for five years with their landlord. Since NY1 first reported the story, a New York City Housing Court Judge appointed an administrator to run the property.

Gladys Salva was delighted to finally have a bathroom, until she realized the bathtub did not fit the disabled seat for Tina. Bathing her 40-year old daughter became difficult and dangerous.

City Human Rights Law requires that landlords must provide a reasonable accommodation to their disabled tenants, unless it is financially or architecturally impossible.

So NY1 asked the Human Rights Commission to intervene and the agency worked with the building's administrator to have a flipdown seat bolted to the wall, grab bars rearranged, and a handheld showerhead attached.

"Special for the problems and the Human Rights approve it. It's very safe," says Gladys Salva.

It is an incredible relief for both the mother and daughter, who no longer have to worry about something usually taken for granted—bathing.



NY1 News 01/04/11

# UNCLASSY ACT!

## Community college honchos slapped for firing Muslim professor



Haseesah Khalil says she was slapped when she showed up in school skirt. Photo: Stephen D'Amico

HONCHOS AT Kingsborough Community College have been ordered to take a workplace discrimination class after a chemistry professor charged she was fired for being a Muslim.

Haseesah Khalil, who filed a complaint with the city's Human Rights Commission, was also awarded \$7,700 in back wages and \$10,000 in damages.

"I am hoping that I will be the last one to go through this at this school," she told the Daily News.

A 46-year-old Egyptian immigrant who lives in Queens, Khalil said things soured when she showed up at the Department of Physical Sciences and the secretary spotted her headscarf.

"She turned her face when she looked at me ... she turned her face like she saw something not bad," Khalil told The News. "It was clear to me it was because they found out that I was a Muslim."

In court papers, Khalil said she had posted her résumé on a CUNY website and Kingsborough secretary Maureen Sharkey hired her sight unseen in March 2009.

**EXCLUSIVE**  
BY ERIN DUKIN  
and CORKY SIEMASZKO  
DAILY NEWS WRITERS

Khalil said she had posted her résumé on a CUNY website and Kingsborough secretary Maureen Sharkey hired her sight unseen in March 2009.

Khalil said she wanted to meet with department head John Mikalopas, but Sharkey "stated that they needed someone to start immediately," court papers state.

When Khalil arrived the next day, she claimed Sharkey took one look at her and asked for her ID "in a dismissive tone."

Sharkey gave her a hard time about not having her Social Security card, even though she produced a green card, passport and driver's license, Khalil said.

"Between you and me, do you really have a Social Security number?" Mikalopas later asked her, the professor claimed.

Khalil said when she used a computer, a security guard closely watched her, then called Sharkey and said, "Now she's making changes. I thought she only needed to print."

The final straw was when Sharkey wouldn't let her use a laptop to make a PowerPoint presentation and told her to use the chalkboard instead.

Khalil said when she took a series of gripes to the human resources department, Mikalopas showed up with two guards and told her, "You're terminated."

Mikalopas declined to discuss the case. A reporter who called Sharkey was told she no longer worked in the department.

Kingsborough spokeswoman Ruby Ryles said the college denies the allegations. "The college fully complies with all city, state and federal anti-discrimination laws as well as the City University of New York anti-discrimination policies," Ryles said.

esiemaszkodailynews.com

NY Daily News 09/29/10

## 101-Year-Old Wins Discrimination Settlement Against NYC Salon

April 2008 Incident Revolved Around Her Wheelchair, Walker

October 26, 2010 3:24 PM



Helen G. Walker, 101, recently was awarded a \$1.1M settlement after a salon refused to provide a wheelchair due to her advanced age.

NEW YORK (CBS 2) — She may be 101 and wheelchair bound, but she's clearly not a person to be trifled with.

CBS New York News 10/26/10

## What's up with that? Haircut discrimination

**Q** Is it legal here to charge women substantially higher rates than men for haircuts? As a woman with very short hair, it really pisses me off when my male friends get cheaper cuts from the same stylist, even though my hair is shorter than theirs! Surely this is gender discrimination on a major scale?—Laura



(including hair salons) to post prices and forbids prices that differ on the basis of gender.

NYC Human Rights Commissioner and Chair Patricia L. Gaffney agrees: "Gender-based discrimination is a violation of the NYC Human Rights Law. Charging men and women different prices for the same service is gender discrimination," she says. "Individuals who believe they are being treated differently from one another based on their gender, race, national origin and numerous other protected classes should contact the NYC Commission on Human Rights." To do that, simply dial 311.—Sandra Plasser

It's time to find a new stylist, because posting rates that charge you more than your male friends violates the Department of Consumer Affairs (DCA) Code and NYC Human Rights Law. The DCA Code requires retailers

Time Out New York 08/26/10

## FREE SCREENING AND PANEL DISCUSSION OPEN TO THE PUBLIC AT THE APOLLO THEATRE

Tuesday, January 19, 2010 at 7:58pm

IN CELEBRATION OF MARTIN LUTHER KING, JR. DAY, NYC MEDIA AND NYC COMMISSION ON HUMAN RIGHTS, IN COLLABORATION WITH THE APOLLO THEATER EDUCATION PROGRAM, PRESENT FIGHTING FOR JUSTICE: NEW YORK VOICES OF THE CIVIL RIGHTS MOVEMENT

December 17, 2009 - On Thursday, January 14, 2010, at 6pm NYC Media and the New York City Commission on Human Rights, in collaboration with the Apollo Theater Education Program, will present a free screening of *Fighting for Justice: New York Voices of the Civil Rights Movement* followed by a panel discussion at the legendary Apollo Theater in celebration of Martin Luther King, Jr. Day.

### Fighting for Justice Screening

Description: *Fighting for Justice* profiles two New Yorkers, Esther Cooper Jackson and Clifford Alexander, whose contributions helped pave the way toward progress for equal justice for African-Americans, and whose stories begin to tell about New York City's formative place in the national Civil Rights movement.

NYC Media 01/19/10

## City Settles Discrimination Claim \$40,000 Paid to Nurse Who Would Not Work on Sabbath

By MICHAEL HONIGMAN SALT

New York City gave \$40,000 to an Orthodox Jewish nurse to settle a discrimination claim filed after a city hospital withdrew a job offer because she wouldn't work on the Sabbath.

Allie Dolinsky, a 34-year-old New Jersey resident, accused Color-Goldwater Specialty Hospital & Nursing Facility on Roosevelt Island of discriminating against her because of her religious practices. Observant Jews don't work from sundown Friday until sundown Saturday. The city denied any wrongdoing. But its Commission on Human Rights agreed last week to the settlement with Ms. Dolinsky, who never worked a day for the facility.

to build bridges with the Orthodox Jewish community. Mayor Michael Bloomberg is Jewish. His press secretary, Shu Loefer, observes the Sabbath. And there are more than 1.4 million Jews in the area, many of them Orthodox.

Evelyn Erskine, a spokeswoman for Mr. Bloomberg, said many agencies, including the police and fire departments, make religious accommodations for staff when possible. "Our city has a strong anti-discrimination policy and a strong independent Commission on Human Rights that works to ensure all New Yorkers are treated fairly," she said.

Ms. Dolinsky said that the incident occurred in 2007. "After they offered me the job, I told them that I wasn't able to work

can't work on Shabbat, we can't offer the job."

Officials at the city's Health and Hospitals Corporation said it tries to accommodate religious workers but couldn't rule out the possibility of rejecting another job applicant in the same circumstances. "As our facilities operate on a 24/7 basis, with nursing staff a critical component of our weekend coverage, it is not always possible to accommodate a request made by a nurse for religious observance leave on a weekend day," it said. Assemblyman Dov Hinkov, who represents an Orthodox Jewish section of Brooklyn, said Jews in both government and the private sector often lose job opportunities for observing the Sabbath. "It's amazing that here

Wall Street Journal 12/20/10

# You can't rent here, seniors told Cruel cut at gal, 101, costs salon

Victory Boulevard high-rise allegedly excludes applicants lacking 'salary' paycheck

By VIRGINIA N. SHERREY  
STATEN ISLAND ADVANCE

Retirees are not welcome as renters in the 17-story apartment building at 700 Victory Boulevard in Silver Lake, so much so that money they have in their wallets and bank accounts.

"I went there this summer, on behalf of a retired person with six figures in his pocket, and could not get him in as a renter," said a prominent Staten Island real-estate salesperson who requested anonymity, citing ethics rules that regulate the profession.

One island resident wishing to speak on the record is

Margaretann Wilkinson, 65, a long-time New Brighton homeowner and retired mother of three, who lives in a well-maintained house on Fillmore Street with her 87-year-old father.

Mrs. Wilkinson received a rude turn-down earlier this month from rental agents in the Victory Boulevard building because her income is derived solely from her monthly Social Security and pension payments, she said that she was repeatedly told.

**'HE WON'T RENT TO YOU'**  
Mrs. Wilkinson's 49-year-old son, Thomas P. Wilkinson III, selected an apartment to rent at the high-rise building, but was informed that he needed a co-signer on the lease, she explained.

"So I went to look at the apartment with my son, and

SEE RENT, PAGE A 7



Margaretann Wilkinson stands in front of 700 Victory Blvd. Mrs. Wilkinson is alleging the management company will not rent to her because she lives on retirement income only, and has no "named income."

SI Advance 09/27/10

## 低收入租客遭歧視 可討公道

記者劉興

紐約報導

紐約市10號地方法(Local Law 10)規定房東不能歧視租客的收入來源。從2008年該法施行以來，低收入租客尋找公寓過程中的歧視投訴明顯增加。紐約市人權委員會(Commission on Human Rights)幫助六成的投訴租客找到了公寓或得到賠償。市議會23日舉行公聽會，討論該法的執行效果。市議員陳倩雯等建議人權委員

會將執法結果公布於眾，讓更多民眾了解租房的行程以杜絕歧視租客的案件發生。

10號地方法中提到的收入來源包括社會安全金，或是聯邦、州或當地的公共服務提供的補助，包括聯邦第八類房屋修補補助券(Section 8 Voucher)。房東也不能因為租客的種族、國籍、性別、年齡、殘疾、性取向、婚姻狀態、法律身分或合法收入來源，而拒絕出租房子給租客。

根據「改革社區組織協會」(ACORN) 2007年的一份調查，全市只有約13%的房東願意接受房屋修補補助券，導致許多租客好不容易拿到補助券，因找不到房東接受而白白浪費。10號地方法施行後這一情況大有改善，2008年85%的第八類房屋修補補助券持有者找到了房子，這一比率到2009年增為95%。人權委員會主席Patricia L. Gatling在題詞時說，到2010年5月，該委員會收到了214宗收入歧視投訴，最後為其中108位投訴者找到了房子或拿到了經濟賠償，46位投訴者獲得即時補償。

World Journal 06/24/10



LOBSENZ

her boss 'won't let her in,' said Juliette Gould, who took her mom, Nettie Lobenz, then 99, to Mayra's

NY Post 10/26/10

## Guide dog of NYC advocate who sought access to shops, taxis, restaurants for blind dies at 13

Associated Press

NEW YORK - A guide dog shown on television leading its owner around New York City as he fought for rights for blind people and for access to restaurants, shops and taxicabs has died. Rager died Wednesday of old age on a farm in Warwick, in upstate New York. The yellow Labrador was 13. Rager worked for nine years as a guide dog for Kevin Coughlin (KAHG-lin) after he went blind from a rare genetic condition. The dog was retired in 2008. Coughlin says he hadn't visited with the dog since but kept in touch with its new owners. The "CBS Evening News" followed Coughlin with a hidden camera and recorded business owners and taxi drivers giving him a hard time because of his dog. Coughlin filed complaints with the city's Commission on Human Rights and Taxi & Limousine Commission.

The Associated Press 05/20/11

## Manicure salon nailed for 'bias'

It might just be the world's most expensive manicure.

The owner of a Bronx salon faces fines up to \$19,500 for allegedly refusing a disabled woman's request for a \$10 nail cut.

An administrative law judge recommended the penalty against New Master Nail Salon after the Human Rights Commission charged it refused to serve a client in a wheelchair in May 2009.

"We don't take her kind here," store owner Kevin Tran allegedly announced, according to a transcript of the trial.

But Tran now says Lydia Speed, who has since died, wasn't served because she didn't sign in.

NY Post 09/06/10

## Human Rights Receives Grant From Reeve Foundation

New York City Human Rights Commissioner/Chair Patricia Gatling announced that the Christopher & Dana Reeve Foundation is supporting the production of a series of short educational videos for individuals with disabilities seeking accessibility solutions.

The videos will be part of a new social media campaign called Ramp It Up NYC and will expand the Commission's equal access and disability efforts under the city's Human Rights Law. The \$6,250 Quality of Life grant was awarded to the Mayor's Fund to Advance New York City on behalf of the NYC Commission on Human Rights for this work.

cial networking and other new media sites, and linked with city agency and disability organizations throughout the city.

"The Reeve Foundation's Quality of Life grant will enable us to reach a much wider audience through the use of social media, informing people with disabilities of their rights under the city's Human Rights Law and empowering them to fully participate in all areas of life," said Gatling. "Public education is so critical because one needs to know about the law in order to use it. We thank the Christopher & Dana Reeve Foundation for their assistance in this effort."

"Dana Reeve created the Quality of Life grants program to pro-

NY Abile 10/01/10

# 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 Hibsher**

Esq., Litigation Partner at Bryan Cave, LLP in NYC.

## **Renee Lobo**

Producer, broadcast journalist, investigative reporter and anchor for International Television.

## **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.

## **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/Chinese  
English/French  
English/Haitian Creole  
English/Korean  
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/Chinese  
English/Korean  
English/Russian  
English/Spanish

*Fair Housing: It's the Law*  
English/Chinese  
English/Korean  
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

*Turning the Game Around: NYC Can Help\**  
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  
English/Spanish

Domestic Violence and Employment Rights  
English/Arabic  
English/Chinese  
English/Haitian Creole  
English/Korean  
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/Chinese  
English/French  
English/Haitian Creole  
English/Korean  
English/Polish  
English/Russian  
English/Spanish

Peer Mediation

Pregnancy and Employment Rights  
English/Chinese  
English/Russian  
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 2009-2010\*  
2009-2010

## Annual Reports:

2002 – 2010 Available online: [www.nyc.gov/cchr](http://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

## DVD:

*Fighting for Justice: NY Voices of the Civil Rights Movement*  
Apollo Panel Discussion  
NYC TV Broadcast copy  
Esther Cooper Jackson  
Clifford L. Alexander, Jr.  
Elsie Richardson

\*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

711

## Website

[www.nyc.gov/cchr](http://www.nyc.gov/cchr)

## For Mortgage Counseling Services, call

Brooklyn and Queens

(718) 657-2465

Bronx

(718) 579-6900

Manhattan and Staten Island

(212) 306-5070

## 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

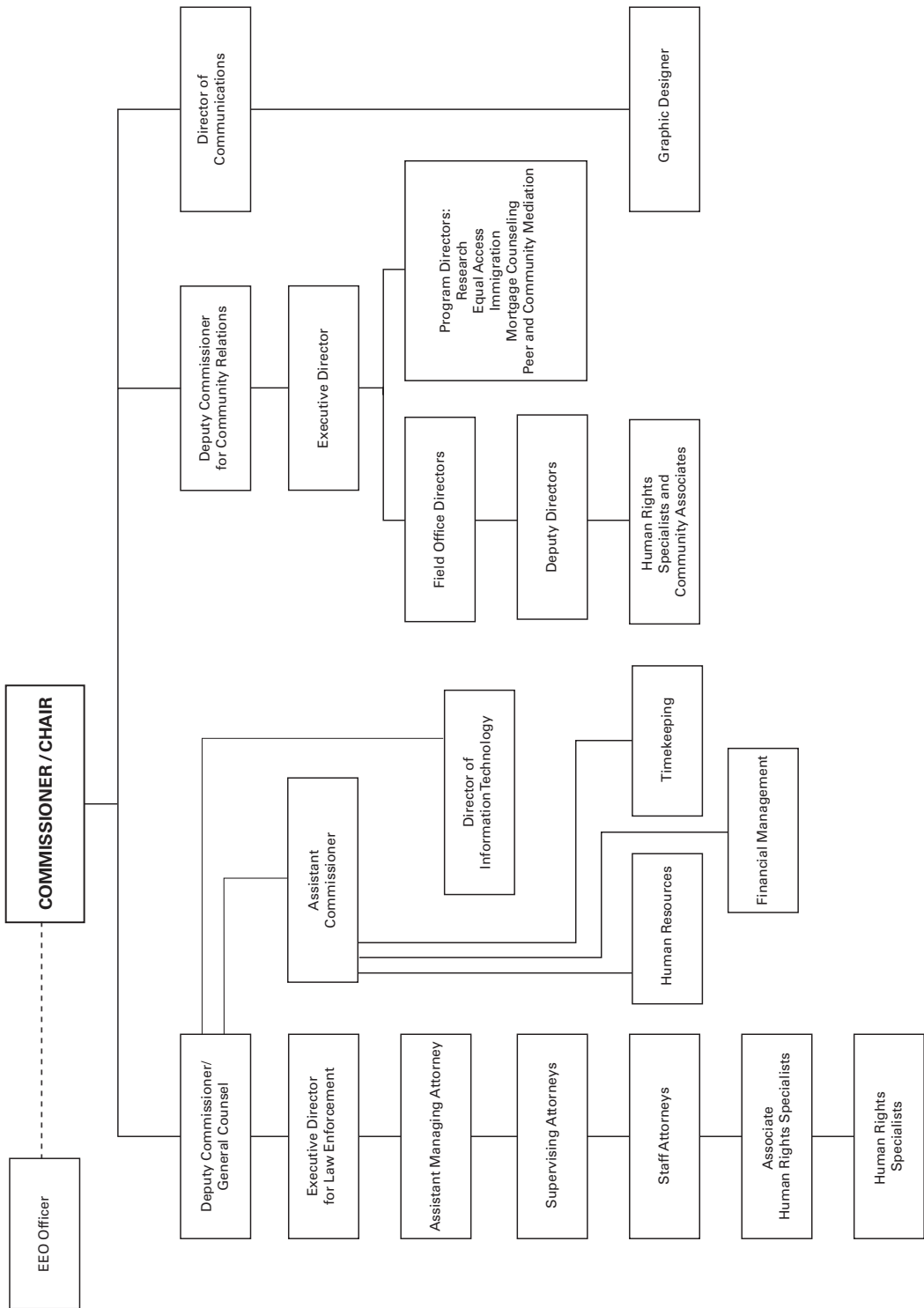
60 Bay Street, 7th Floor

Staten Island, NY 10301

### Brooklyn

275 Livingston Street, 2nd Floor

Brooklyn, NY 11217







## **NEW YORK CITY COMMISSION ON HUMAN RIGHTS**

**Michael R. Bloomberg, MAYOR | Patricia L. Gatling, COMMISSIONER/CHAIR**

