

# FAIR BUSINESS PRACTICE

## A licensed business in NYC is a public accommodation.

The NYC Human Rights Law guarantees your customers the right to full and equal enjoyment of the goods, services, facilities, privileges, and advantages of your business without regard to their actual or perceived:

Race

Sexual Orientation

Partnership status

Creed

National Origin

Marital status

Disability

Alienage/Citizenship status

Age

Color

Gender (including gender identity)

As a result, it is illegal for you, your manager, or your employees to –

- Charge different amounts for the same service or goods.
- Refuse the use of a dog guide or service animal by a disabled person.
- Harass, intimidate, or otherwise abuse customers or their associates due to their protected class.
- Deny directly or indirectly the full enjoyment of available goods or services, accommodations, facilities, privileges, or advantages.
- Print, circulate, display, post, email, or mail statements, advertisements or signs which indicate directly or indirectly that goods or services will be denied, limited, or restricted, or that a particular individual's patronage or presence is unwelcome, objectionable or not acceptable, desired or solicited because of their protected class.
- Refuse admission, patronage, or lodging.

For further information contact NYC Commission on Human Rights  
[www.nyc.gov/cchr](http://www.nyc.gov/cchr) or **311**.

MICHAEL R. BLOOMBERG, Mayor | PATRICIA L. GATLING, Commissioner/Chair

