

TURNING THE GAME AROUND

NYC can HELP



NEW YORK CITY COMMISSION ON HUMAN RIGHTS

Michael R. Bloomberg, Mayor • Patricia L. Gatling, Commissioner/Chair



FUNDING PARTNERS



Department of Health and Mental Hygiene

Thomas A. Farley, M.D., MPH

Commissioner

Division of Health Care Access and Improvement

Louise R. Cohen

Deputy Commissioner

Transitional Health Care Coordination

Alison O. Jordan

Executive Director



Human Resources Administration

Robert Doar

Commissioner

Family Independence Administration

Matthew Brune

Executive Deputy Commissioner



Department of Correction

Dora B. Schiri

Commissioner

Kings County District Attorney's Office



Charles J. Hynes

District Attorney

ComALERT

John R. Chaney, JD

Executive Director

TURNING THE GAME AROUND

NYC Can HELP

New York City Commission on Human Rights

Michael R. Bloomberg, Mayor • Patricia L. Gatling, Commissioner/Chair

TURNING THE GAME AROUND

NYC Can HELP

WRITTEN BY	William Whitaker, CPP Felicia D. Lemons, MDiv.
EDITED BY	Lee Hudson, Ph.D.
REVIEW	Cliff Mulqueen, Esq. Alex Korkhov, MLS, MPA
TRANSLATOR	Fortuna Calvo-Roth
PRODUCTION	Betsy Herzog Nimer Basha
CONTRIBUTORS	Alysha, Annette, Carol, Curtis, Deb, Dutch, Elmo, Joe, John, Kenny, Kim, Leon, Meka, Mel, PeeWee, Poochie, Ray, Silky, Stanley, Tanya
DESIGNER	Rosa Lee

PARTNERS	Vincent Schiraldi, Commissioner <i>NYC Department of Probation</i> Dora B. Schiro, Commissioner <i>NYC Department of Correction</i> Andrea W. Evans, Parole Board Chairwoman <i>NYS Dept. of Corrections and Community Supervision</i>
-----------------	---

ACKNOWLEDGEMENTS	Hon. Carol Robles-Roman, Esq. Hon. Hank Lemons Rev. Dr. C. Vernon Mason Bureau Chief Harold Townsend Winette Saunders-Halyard Yan Cao Mark Wilson, Esq. Carol A. Houlder, MSW, CASAC Derek Slaughter Patricia K. Whitaker Dr. Divine Pryor Esther Tatum-Waring Susan Lehman Erika Wood Adrian M. Straker, MS Ed
-------------------------	---

"Can I Vote?" reprinted with permission of the Brennan Center for Justice
NYU School of Law www.brennancenter.org.

© NYC Commission on Human Rights. All Rights Reserved. [2011 - 2012]

Copies are free to the formerly incarcerated. Contact **NYC Commission
on Human Rights, 40 Rector St., NY, NY 10006** or call 311.



FROM THE COMMISSIONER

PATRICIA L. GATLING, COMMISSIONER/CHAIR NEW YORK CITY COMMISSION ON HUMAN RIGHTS

As you begin this important time in your life, I encourage you to learn about your rights and better understand how to use the large number of community service organizations and NYC agencies available to you.

Our City's Human Rights Law provides protections against employment discrimination based on a person's arrest or conviction record and in other areas that may affect you. The NYC Commission on Human Rights enforces the NYC Human Rights Law and educates the public about its protections.

In addition, many organizations and city agencies have programs to help you find a job, housing, public assistance, education, childcare, drug treatment, counseling, spiritual support, and other needs that you identify.

Turning the Game Around offers you support, direction, and practical advice. It describes your legal protections under the Human Rights Law, your right to vote, and services available from major community organizations and NYC agencies. This information can help you build successful directions for your future.

REVIEWERS

ERODITA AGARD, MSW
Resource Manager, BTW Program
Goodwill Industries of Greater NY and
Northern NJ, Inc.

DEBBIE BOAR, ESQ.
Taskforce Coordinator
Upper Manhattan Reentry Task Force

JOHN R. CHANEY, JD.
Executive Director
ComALERT
Kings County District Attorney's Office

KENNETH CHARLES
Senior Advisor
NYC Human Resources Administration

ELIZABETH GAYNES, ESQ.
Executive Director
The Osborne Association

YVONNE GRAHAM
Deputy Borough President
Office of the Brooklyn Borough President

STEVEN HUNT, CASAC
Vice President of Administrative Affairs
Alpha School/Center for Progressive
Living, Inc.

WENDY L. HERSH, CRC, LMHC
Vocational Rehabilitation Counselor
NYS Department of Education
Office of Vocational and Educational
Services for Individuals with Disabilities

EVELYN HILL, CASAC
Supervising Case Worker
Kings County Hospital Center

OMA S. HOLLOWAY, MPA
Director of Career Services
The Door – A Center of Alternatives

YOLANDA JOHNSON-PETERKIN
Director of Program Operations for
Reentry Services
Women's Prison Association

GLENN E. MARTIN
Vice President
Fortune Society

HON. VELMANETTE
MONTGOMERY
NYS Senator

DEBBIE MUKAMAL, ESQ.
Former Director
Prisoner Reentry Institute
John Jay College of Criminal Justice

CATHY POTLER, ESQ.
Dep. Executive Director
NYC Board of Correction

VANDA R. SEWARD, MS
Director Statewide Reentry Services
NYS Division of Parole

STEPHEN TISDALE, CASAC
Director
RIDE @ EMTC
NYC Department of Correction

CRYSTAL TRIPPLIN, MSW
Supervising Probation Officer
NYC Department of Probation

CONTENTS

1. INTRODUCTION.....	2
2. NYC COMMISSION ON HUMAN RIGHTS.....	3
The NYC Human Rights Law.....	3
3. YOUR RECORD AND THE LAW.....	6
4. APPLICATIONS, INTERVIEWS, & BACKGROUND CHECKS.....	10
Employment.....	10
Telling Your Story.....	11
Next, for the Interview.....	12
Practice Your Interviews.....	13
Education.....	17
5. HOUSING.....	18
6. CAN I VOTE?.....	22
7. 311.....	25
8. WHERE YOU NEED TO BE.....	35
Shortcut.....	44

1. INTRODUCTION

Welcome Home!

Turning the Game Around provides some basic information to help you get a job and locate city services for a successful transition home. You will also learn about protections in employment and housing under the NYC Human Rights Law, your right to vote, and community organizations that offer assistance to the formerly incarcerated.

This booklet also contains examples of discrimination cases brought to the Commission and 'slick tips' written for you by folks who have been where you are today and moved on from their past.

2. NYC COMMISSION ON HUMAN RIGHTS

The NYC Commission on Human Rights enforces the NYC Human Rights Law, one of the broadest civil rights laws in the United States. If you or someone you know experiences discrimination, the Commission is here to help. This section outlines the protections you have under the law and gives you some examples of cases filed at the Commission.

The NYC Human Rights Law

prohibits discrimination in 3 areas: ***Housing, Employment,*** and ***Public Accommodations.***

Public accommodations are places where you go for goods or services -- like restaurants, stores, movie theatres, and medical offices.

The Law provides protection for you in these 3 areas based on your race, creed, color, age, sexual orientation, disability, marital status, partnership status, gender (including sexual

DO I STAND A CHANCE?

■

Yes you do! But you need to have an honest, realistic working plan in place – not a scheme. Before you lay out the first step of your plan, let's talk about change or better yet, what it means to “*Turn the game around.*” Whether you call it “flippin’ the game” or “changing the game,” you need to do things differently.

Your first and greatest challenge is to change your attitude.

– John

Slick Tip 1

STINKIN' THINKIN'



Move past the victim thinking. Many people just like you have done it. You may be afraid that doors might be closed to you because of your conviction. Stay focused on the new plan you have set for your future. You're on a different path. Don't give up. Remember, old scores don't count – what matters now is the new game plan.

- Special K.

Slick Tip 2

harassment and gender identity), national origin, and alienage or citizenship status.

- ◆ The Commission obtained \$10,000 for a woman who was evicted from her apartment after the owners and managers saw her five bi-racial children.
- ◆ The Commission obtained \$14,000 in damages from an employer for firing a woman after learning she was pregnant.
- ◆ The Commission obtained \$10,000 in damages and a \$5,000 fine from a physician for refusing to accommodate a hearing impaired patient by providing a sign language interpreter.

The Law also provides additional protections for you in **housing** based upon your family status (children in household), lawful occupation, or lawful source of income, such as public entitlements like Section 8 vouchers that lower your rent payments. And, in the area of **employment**, the Law has additional protections based upon your status as a victim of domestic violence, sex crimes, or stalking, or if you have an arrest or conviction record.

And finally, the Law protects you against **retaliation** if you file a discrimination complaint against someone, or act as a witness for someone else who files a complaint.

- ◆ The Commission obtained \$6,338 for a man who was automatically denied employment by an employer due to his prior criminal conviction.
- ◆ The Commission reached a settlement with a landlord to accept an individual's Section 8 voucher as a lawful source of income and reimbursed the tenant \$7,175, which represented the amount he would have saved if the landlord had accepted the Section 8 voucher when he first presented it.
- ◆ The Commission obtained \$8,500 on behalf of a Complainant who alleged discrimination based on her sexual orientation and race. The parties settled the matter in mediation. In addition, the employer agreed to remove a negative evaluation from her personnel file, which had led to her firing.

The Human Rights Law protects you from being discriminated against in employment because of an arrest or conviction record. Let's take a closer look at this statement and some recent cases in the next chapter.

If you feel you have been discriminated against, see CCHR p. 27.

POINT GO



Just remember your last run. Get some positive thoughts in your head. Stop going back and forth asking "Why me?"
- Curtis

Click Tip 3

LET'S GET IT

■
Turning the game around is a serious power move. When you change the game, you drive the bus. What stop is yours? Your future is now on you.

Those very hard life-changing decisions are now yours to make. Do you see the possibilities?

- Kim

Slick Tip 4

3. YOUR RECORD AND THE LAW

Under the NYC Human Rights Law, an employer cannot refuse to hire you, nor can they fire you just because you were once convicted of a crime. That means they cannot have an outright ban on employing individuals with arrests or criminal convictions in their past. They cannot automatically disqualify you. The employer must look at each applicant (or job holder) in **direct relation** to the position they are seeking or holding.

After looking at your past circumstances and the job you are applying for:

- The employer may not deny your application unless a **direct relationship** exists between the previous criminal offense and the job you are applying for now. For example, if you were a bank teller or cashier, and you were caught stealing money from your job, you should not expect to get another position where you are trusted handling cash.
- Or, you may not be denied a position unless hiring or continuing to employ you would create an 'unreasonable' risk to property or safety or the welfare of individuals or the

general public. For example, if you were convicted of aggravated assault, you may be reasonably denied a job reading gas meters in people's apartments.

Some people think that every denial is discrimination but that is not the case. Your employment application should be evaluated based upon:

- your past conviction;
- how long ago the conviction occurred;
- your life since that time;
- proof of rehabilitation; and,
- how the conviction relates to the job you're applying for.

- ◆ The Commission filed a case on behalf of a man who was not hired due to his conviction record. He received a \$13,000 settlement from the employer.
 - ◆ The Commission obtained \$8,800 on behalf of a man who was refused employment solely because of his criminal conviction record.

To help with these employment decisions, the NYS Correction Law (Article 23-A) spells out the following factors for an employer considering a job applicant with a criminal conviction history:

- NY's policy to encourage the licensing and employment of individuals previously convicted of criminal offenses;
- Specific duties and responsibilities of the job;
- Relationship between the crime and the duties or responsibilities of the job;
- Time since the crime was committed;

BREAK'N OUT

Your kids? They gonna be all right. Wherever they are, they gonna be all right. Got to take care of you first. Taking care of you is getting your mind together. Having a plan. Understand where you want to go. Those people you been hanging around with that you think are your friends – find some different ones.

- Tanya

Slick Tip 5

- Age of the job applicant when the crime was committed;
- Seriousness of the crime;
- Legitimate interest in protecting property and the safety and welfare of specific individuals or the general public;
- Information provided by the job applicant or on the job applicant's behalf about rehabilitation and good conduct (letters of recommendation from parole or probation officers, volunteer organizations, clergy, community leaders, diplomas, counseling or therapist letters, or training program certifications); and,
- A **Certificate of Relief from Disabilities** [CRD] for a person with no more than 1 felony and any number of misdemeanors, or,
- A **Certificate of Good Conduct** [CGC] for a person with 2 or more separate felonies and any number of misdemeanors. The CGC is not granted automatically and has a waiting period before you can apply (5 years for A or B felony conviction; 3 years for C, D, or E felony conviction). This waiting period begins from the date of your last conviction, payment of fine, or release from prison if your most serious conviction was for an A or B felony. The CGC must be applied for and is issued by the NYS Parole Board.

It can take up to one year for a CRD after you send in your application, and up to 1½ years for a CGC.

- ◆ The Commission obtained \$380 in damages for a temporary employee who was fired, because of his conviction record.

If you have Youthful Offender Adjudication status, you do not need these certificates because you do not have a conviction.

These important certificates help you establish rehabilitation but do not authorize you to deny your conviction on a job application or in an interview

Let's discuss the real issue: Can the formerly incarcerated or anyone who has been arrested get a job? The answer is definitely **yes**. City and state, government and private agencies and businesses hire qualified formally incarcerated persons who are "on point," accountable, reliable, willing to learn, clean and sober, and can show proof of rehabilitation. Does this mean you can be in law enforcement as a peace officer? No. Certain jobs require a clean record and no history of arrest and/or conviction.

Although a conviction record will always affect what you can and cannot do in employment and licensing, you will find that **many** jobs and career opportunities are out there for you.

If you feel you have been discriminated against, see CCHR p. 27.

IT IS WHAT IT IS

■
The past doesn't change. The wrong done, the burnt bridges, disappointments of the past - it is what it is. Leave that back there. As for the future, tomorrow brings opportunity to build new bridges and mend the old. You can't change yesterday, but you can do better tomorrow.
- Poochie

Slick Tip 6

4. APPLICATIONS, INTERVIEWS, & BACKGROUND CHECKS

EMPLOYMENT

When filling out your application, always be truthful. If you lie and are hired and then your employer finds out, you could still be fired for the Article 23-A factors listed on p. 7. And, you risk being fired for having lied on the application.

You cannot be asked about an arrest record on a job application or during an interview if that arrest:

- is closed and not pending;
- was resolved in your favor;
- received a court order setting aside a verdict;
- was dismissed before trial by the police or prosecutors, or,
- was sealed by youthful offender adjudication or other sealed convictions.

But, when employers or interviewers don't know the law – or don't follow it – and a question about an arrest record is asked in

an interview or appears on an application, it is difficult to avoid answering. You should only list or mention arrests that led to a conviction. If the arrest did not lead to a conviction, you can deny it – unless you are applying for a job in law enforcement or as a peace officer.

If a judge granted you Youthful Offender Adjudication status, it is not a conviction and should not disqualify you from public or private employment. These adjudications are a confidential part of your record and you should not include them on an application or in an interview. They will not be forwarded to an employer (except law enforcement or peace officer).

Some interviewers may be confusing an arrest with a conviction. And, since it is legal to ask about a conviction record, they may not be aware that a question about an arrest record is quite different – and usually illegal. But for you, at that moment in an interview, it is hard and not practical to challenge the interviewer's right to ask. Preparing answers for these questions before you get there is the best solution. You can't wait until the actual interview. You need to prepare.

TELLING YOUR STORY

Personal questions about your past can be difficult to answer. But, you have to learn how to have this conversation and own your past – it will not go away. This question is

SLOW NICKEL BEATS A FAST DOLLAR



Chasing the fast dollar always got me the same results jails and prisons. 30 years later, I've learned to appreciate the slow nickel over the fast dollar.
- Leon

Slick Tip 7

**NEXT TIME YOU'LL
DO BETTER**



Been in the game since I was twelve. By the time I was 22, I was through.

I gave up the game because I had children and I didn't want them comin' into the jail to see me. I'm soft but I know where I come from.

- Ray

Slick Tip 8

often part of the interviewing process: "Have you ever been arrested or convicted of a crime, and for what?" Are you prepared to answer these questions?

First place to begin is your rap sheet or Record of Arrest and Prosecution. Check the resources, p. 35, to locate a legal services agency, e.g. Legal Action Center, that will help you get a copy of your record, and go over it with you so you completely understand everything on it including the outcome of your case(s). They also can help you remove or seal cases that were dismissed, ACD'd (adjourned in contemplation of dismissal), declined prosecution, received orders setting aside the verdict, vacating a judgment, other pre-trial adjudications, or cases with no dispositions that may still be on the sheet. If you got a copy of your rap sheet at your parole hearing, take it with you to the agency.

Never assume that a case is sealed, closed, or expunged. New York City and New York State laws are very complicated. Court records often continue to come up in background checks – even those involving violations and traffic tickets.

NEXT, FOR THE INTERVIEW

Prepare to talk about who you are today, not yesterday. Remember, you are so much more than what you did. Tell the truth! Don't

get defensive and attempt to prove your innocence. Don't get overly technical or legal. Give no more details than necessary. This is neither the place nor the time.

Prepare some 'bridge' statements to use in the interview that move from questions about your past to your present skills, qualifications, and interest in the job. Some examples are:

"Yes, I have had some contacts with the system. But that's who I was then, years ago, and not who I am now." or

"Yes, unfortunately I did have some contacts with the system a number of years ago. I know it was a mistake. But today I am focused on my family, my children, and I want to set a better example for them. I want to support them financially and I need a job. Working is important. I want you to be comfortable with my ability to do the job so I've brought my résumé and some letters of support and recommendation." or

"Yes, I have – in the past. But I haven't had any recent contacts with the system and that just isn't who I am today. I take responsibility for my actions and my past is something that I unfortunately have to live with. But today, I am excited about the opportunity to work here and I know I can do the job."

PRACTICE YOUR INTERVIEWS

Have a friend or counselor ask you interview questions so you can pull your thoughts together and deliver a focused and highly

CODE SWITCH



One thing life teaches – there's a time and place for everything. Part of changing the game around means you gotta switch it up a bit. Leave the streets in the streets. You want a job? You gotta talk the part. Look the part. And act the part. Leave the street swag and slang for out there. It's ok to learn a new swag to get a new job.
- Silky

Slick Tip 9

**I'M NOT STUCK
LIKE CHUCK**

There was a time when I went from Rikers to Queens Plaza to Central Park. I was in the park doped up, never made it home. Got busted, ended up going back again. That's how I perceived my life – I was supposed to get some dope, get high, be on the streets. That was my life. When it changed for me was when I said it didn't have to be my life. When you perceive yourself as having options and decisions and resources, it's a different way of going about things.

When you see yourself as not having options, you end up back on the street. – Stanley

Slick Tip 10

motivated response. Remember that the first job is the first step. It doesn't have to be the best job. As time goes by, your offense will be less of an issue. Your employment record will speak for itself.

Make sure you have all your documents available such as Certificate of Good Conduct or Certificate of Relief from Disability, Copy of Final Disposition, Letters of Recommendation, and Program Completion Certificates. All these documents serve as "proof of rehabilitation."

You need a neat, clear, complete résumé when you go for a job interview. Some interviewers will go through your résumé with you during the interview to ask you more about the information on it. Be sure to get help with your résumé, p. 35. A résumé is a very important summary of your job experience, training, education, skills, volunteer work, certifications, references, and contact information. If you have been in jail or prison, you may have a gap in time on your résumé that is difficult to explain. Staff at these agencies can recommend the best way to talk about these gaps.

◆ The Commission obtained \$5,500 in damages from an employer for firing a man after learning of his conviction record.

Another step in the hiring practice that raises the issue of prior arrests or convictions

is the background check or 'consumer report'. Background checks can also be used for tenant screening or temporary work positions. Since they can contain errors, some people do a computer search on themselves to see what comes up on public records. And, even if a background check is not required, your employer could do one after you are hired, get a promotion or want to move from temporary to full-time. You should know what is on yours.

If an employer does require a background check, they are required to:

- (1)** provide you with a copy of Article 23-A;
- (2)** notify you they will do a background check; and,
- (3)** get your permission in writing to obtain the report.

You don't have to give permission for the background check but you risk not being considered for the job.

The background check should only contain information about arrests that led to a criminal conviction. It should be easy to read and understand. The employer can decide how many years to check. But criminal records typically go back to the beginning of your contact with the criminal justice system.

If the employer decides not to hire you based on information on the report, they must:

COMING UP WITH EDUCATION



When I finished school, they stopped calling me 'son' and started calling me 'mister.'
- Pee Wee

Slick Tip 11

- (1) let you know of their decision;
- (2) give you the name, address, and telephone number of the agency that provided the report;
- (3) remind you that the agency did not make the decision and won't be able to tell you why you were not hired;
- (4) tell you that you can request a free copy of the report that was sent to the employer from the agency; and,
- (5) tell you that you have 5 days to dispute the accuracy of the report.

When you get the background report, compare it to the rap sheet that you cleaned up, see p. 12. If you find a mistake on the report, move quickly. Get help from one of these experienced agencies, p. 35.

To help you, download and print ***Know Your Rights: Understanding Juvenile & Criminal Records and their Impact on Employment in New York State***, by Laurie Parise [Legal Action Center] (online at www.lac.org).

Unless you are applying for a job in a law enforcement agency, government agency, federally insured bank, airport or port, or when otherwise required by law, employers may not fingerprint during the application process.

EDUCATION

Education is a second chance. It gives you an opportunity to reclaim some old dreams. It opens so many doors. You will be surprised who you can be and what you are capable of once you go back to school. Education can make it happen.

If you dropped out in high school or public school, you need to pick up where you left off – you need to get Adult Basic Education, a GED or a diploma. Most jobs require that you can read and write and express yourself clearly. You need a marketable skill so check out technical schools and regular schools.

If you've ever seen someone who came from the same place you did and see them later and wonder how they got the job they have; they probably went back to school.

Talk to the counselors at the agencies listed in this booklet for direction. You are also likely to be eligible for financial aid. To help you, download and print ***Back to School: A Guide to Continuing Your Education after Prison***, Crayton and Lindahl [Prisoner Reentry Institute, John Jay College, 2008], available free online at www.jjay.cuny.edu/BacktoSchoolSummer2010Revision.pdf.

If you feel you have been discriminated against, see CCHR p. 27.

EDUCATION. NO QUESTION.

■

What would it mean to your family for you to get a real GED – and not a fake one? If time is short, go online for classes, go at night, go twice a week.

Just go.

- Meka

Slick Tip 12

5. HOUSING

PUT ME ON



Let's talk about staying home and what you will need to survive. You're going to need a safe place to stay that is ok with parole, funds until you can get gainful employment, benefits until you get on your feet, and proper identification. If being a follower got you caught out there before, do better. Make smarter choices.

That means changing people, places, and things.

- Deb

If you need somewhere to live when you first come home, you will be placed in a Department of Homeless Services (DHS) temporary assistance facility. Some people find a SRO (Single Room Occupancy) or other transitional housing with the help of the agencies listed in the back of this guide. Since you may need some benefits to help with rent payments until you get a job, check out if you are eligible and start the process immediately. *See the Human Resources Administration (HRA), p. 34.*

You have the right to safe stable housing. Landlords should provide heat, hot water, and a clean building according to local laws. If you have problems with landlord-tenant issues, you have the right to have your case heard in housing court. This right also applies to evictions from transitional houses.

Although the NYC Human Rights Law does not protect you from housing discrimination based on an arrest or conviction record – as it does in the area of employment – other areas of protection might apply to you.

Slick Tip 13

- ◆ The Commission obtained a \$5,000 fine from a realty company that published illegal family-based restrictions in housing advertisements, i.e., No Children, Couples Only, or No Shares.
- ◆ The Commission obtained \$2,500, as a civil penalty, from a real estate agency for posting the discriminatory advertisement, "No Government Programs."

The law protects those who provide a 'lawful source of income' to pay for their apartment or SRO. If you receive public assistance (Work Advantage Program through DHS or through HRA's HIV/AIDS Services Administration [HASA]) or other rent subsidies like Section 8 vouchers, landlords cannot refuse to take them or tell you "they don't participate in the Section 8 program" or that the unit you are looking at is not "registered in the Section 8 program." They cannot legally steer you to another building or suggest you would be 'more comfortable' in another apartment.

Also, you cannot be discriminated against in housing if you have a "lawful occupation." If you are a DJ, long distance truck driver, or musician, you cannot be denied housing based upon your job. Nor can you be denied housing because a landlord doesn't want children in their building because the law protects against housing discrimination based on your "family status."

MAKING IT HAPPEN



Having a job is the first and most important step in changing your lifestyle. We need to pay our own way so that we can feel good about our accomplishments. Remember it's you making it happen. Now you need to locate safe affordable housing. You need your own place to rest and call home. Finding housing is never easy. Bet coming to this point was not easy either. Get on the job as soon as possible. And, if you need help, just ask.

- Alisha

Slick Tip 14

I JUST WOKE UP

The game teaches us to accept going to jail as part of the hustling lifestyle because the benefits I get if I don't get caught are worth the bid if I do. Oh really?

That's not too consoling. Honestly there is nothing I've ever done that is worth going to jail for. Nothing.

- Curtis

Slick Tip 15

City agencies that receive state or federal funding will likely have added regulations. For example, if you are applying for public housing or a Section 8 voucher from NYC Housing Authority [NYCHA] or Housing Preservation and Development [HPD], Federal law **requires** the agency to conduct a criminal background check and:

- Deny applicants convicted of methamphetamine production on the premises of federally funded housing; and,
- Deny a household with a member who must register for life in a state sex offender program.

Other Federal laws **permit, but do not require**, public housing authorities to deny applicants for the following reasons:

- Previous drug related criminal activity leading to eviction from public or federally assisted housing within the past 3 years.
- Member of the household is abusing alcohol or illegal use of a drug.
- Member of the household was convicted of a drug related criminal activity or any violent or other criminal activity that would threaten the health, safety, or peace of other residents.

The housing agency can shorten the probation – or ignore it – depending upon the applicant's rehabilitation or changed circumstances. They do not consider arrests unless they led to a conviction. Seriousness of the crime, number of convictions, how long ago it occurred, and evidence of

rehabilitation are factors the housing agency uses to set your probation years, *see p. 8*. Because everyone's situation is different, this review is done on a case-by-case basis. Until your application becomes eligible, you can check out other options with the help of city and community agencies that have lists of housing providers, *see p. 35*.

If your application for public housing is denied, you will have 3 opportunities to appeal. You will receive a notice of disqualification, a request for a hearing, and a hearing date. Speak with a housing advocate and take full advantage of the process. To help you, download and print: ***How to Get Section 8 or Public Housing Even with a Criminal Record*** [Legal Action Center] (online at www.lac.org).

You should be alert to problems you may find if you accept a referral to a 'three-quarter' house. Some of these are illegally converted one or two family houses that can have dangerous conditions including extreme overcrowding, illegal evictions, lack of services, and serious safety hazards. If there is a problem with your referral, look for other options, or seek legal help.

If you feel you have been discriminated against, see CCHR p. 27.

BOUNCING BACK IS WHAT WE DO



Everything that was mine was left behind. Where was I going to start? How was I going to make everything happen for me? Where was I going to live? How was I going to be a mother? What kind of relationship was I going to be in now versus the ones I was in before?

What kind of skills did I have to prepare me for the street? Everything is scary. Was I going to be able to stay away from what was familiar to me? What is safe for me now?

- Annette

Slick Tip 16

6. CAN I VOTE?

Can I vote in New York if I'm on probation?

Yes. Anyone who is on probation, even if convicted of a felony, may register and vote in New York as long as they meet the other eligibility requirements described below.

Can I vote in New York if I've been convicted of a felony?

Maybe. You may vote if you were convicted of a felony but not sentenced to prison. You may also vote if you have already served your maximum prison sentence, been discharged from parole, or been pardoned. You may not vote if you have been convicted of a felony and are currently serving time in prison or are currently on parole. You may be able to register and vote while on parole if you have been granted a Certificate of Relief from Disabilities or a Certificate of Good Conduct that restores your right to vote.

Can I vote in New York if I'm in jail?

Maybe. You may vote if you were convicted of a misdemeanor or if you are charged with a felony and are awaiting trial or disposition of your case.

What are the other requirements to be eligible to vote in New York City?

At the time of the election, you must be at least 18 years old, a United States citizen, and a New York resident.

How do I register to vote?

You must complete a voter registration form and sign the sworn affirmation on the form. Then you must mail or deliver the form to your local county Board of Elections. The address for the New York City Board of Elections is 32 Broadway, 7th Floor, New York, NY 10004

How do I get a voter registration form?

Voter registration forms are available at the Department of Motor Vehicles, the Board of Elections and many other state or city agencies. In New York City, registration forms should also be available at all city correctional facilities, probation offices and community boards. They are also available on the internet at www.vote.nyc.ny.us and www.elections.state.ny.us.

Do I have to have a Certificate of Relief from Disabilities or other documentation about my criminal history to register to vote?

No. You do not need to provide any documentation about your criminal history to register.

***DON'T TALK
ABOUT IT.***



BE ABOUT IT.



VOTE.

Slick Tip 17

What address should I put on the voter registration form if I am in jail?

You should put your permanent home address on the registration form, not the address of the facility where you are incarcerated.

How do I vote if I'm in jail?

You must request an absentee ballot from the Board of Elections. To obtain an absentee ballot you must first submit an absentee ballot application. In New York City, an application should be available at your facility, on the internet at www.vote.nyc.ny.us, or you can call 1-866-VOTE-NYC. Outside of New York City, contact your local county Board of Elections or visit www.elections.state.ny.us.

"Can I Vote?" reprinted with permission of the Brennan Center for Justice at NYU School of Law, www.brennancenter.org.

7. 311

NYC Services

All can be reached by calling 311

If you need start-up help, call 311 and ask for
'Jail Release Services'

NYC government agencies offer a wide variety of services and temporary assistance to people in need. Having just returned from incarceration probably makes you eligible for temporary housing assistance, Medicaid, and food stamps. These programs can help you have a smooth and healthy transition. That said, very little is easy or smooth about rebuilding a life after prison or jail.

When applying for assistance, you must meet the qualifications that the program outlines and provide all the documents they request. Everyone applying for these services must meet the requirements. If you are denied entrance into a program, you will be given a written explanation so you understand why you didn't qualify. Your denial is not discrimination if the same rules were applied to you as to everyone else in similar circumstances.

CHANCES GO ROUND

■

A lot of us do not know how to say, "I'm just starting out and I need some help." The most successful people needed someone to help them and give them an opportunity. No one just showed up and was on.

We all start with someone giving us an opportunity.

Be open to the idea of accepting help from others. Ask - "What can you do for me?"

- Dutch

Slick Tip 18

YOU DONE?



You do not ever
have to throw a
brick again. Have
you ever really tried
to live life on the
honest square side?
We once thought
fast, slick, and
sharp was taking
us places. Who
thought it would
lead to Rikers
or Sing Sing?
- Elmo

Slick Tip 19

■ Online help:

Go to **ACCESS NYC**, a free service that provides eligibility screening for over 30 City, State, and Federal human service benefit programs. You may use this service anonymously or create an account.

■ NYC Administration for Children Services (ACS)

150 William St.
New York, NY 10038

Services: *Parent Advocacy Services*

Highlights: The NYC Administration for Children's Services protects NYC's children from abuse and neglect. With community partners and neighborhood-based services, they help children grow up in a safe, permanent home with strong families.

Parents and Children's Rights Unit (PCRU) receives calls from concerned parents, foster parents, children, and other parties who need clarification about the child welfare process, custody issues, visitation, and other services (contact: 212-676-9421).

Children of Incarcerated Parents (CHIP) maintains a collect-call line for men and women who are in prison to maintain contact with the planning of their child's ACS case (call collect: 212-619-1309).

Parents As Partners Unit is staffed by Family Specialists who once had children in foster care and successfully achieved reunification (contact: 212-676-9421). They provide

assistance to parents who need to learn more about child welfare issues.

■ NYC Center for Economic Opportunity (NYCCEO)

Call Center #311

Services: *Employment Works (see DOP and SBS), Learning Independence for Empowerment (LIFE) (see CCA), Workforce 1, NYC Justice Corps*

Highlights: CEO was established by Mayor Bloomberg to implement innovative ways to reduce poverty in New York City. CEO works with City agencies to create and implement performance-based initiatives aimed at poverty reduction. These programs that serve the formerly incarcerated aim to reduce poverty through reentry transitional education, employee skills development, and high risk youth education and employment.

■ NYC Commission on Human Rights (CCHR)

40 Rector St., 10th Fl.

New York, NY 10006

212-306-7450

for an appointment

Services: *Enforces the Discrimination Law in New York City. Educates the public about the Law and its protections.*

Highlights: Complaint processing, Workshops/presentations/materials for public.

I think I have been discriminated against.

Where can I talk to someone and How do I file a complaint?

To file a complaint, you can make an appointment for an "intake interview." A Commission employee will talk with you and tell you to bring any documentation you have (date, time, and people present during the occurrence) to the interview.

Most intake interviews happen at the Commission's office at 40 Rector St. in downtown Manhattan. If you are unable to travel there, they will make other arrangements.

You do not need a lawyer to file a complaint. Hiring your own lawyer can be expensive, and it is not always easy to find a **pro bono** attorney (a lawyer who will work without charging a fee). You can use the Commission without hiring a lawyer. You might say to yourself, "No one's going to believe me because of my arrest history." This is not true. The Commission is here to help you through this process.

Bring a written outline of what was said, who said it, and why it was discriminatory. You will be referred to as the "Complainant" and the individual you allege is discriminating against you will be referred to as the "Respondent." Don't try to remember everything. Write it down when it happens. Make sure you record the date, time, agency, interviewer, and location. Was there a witness present? If other people were there,

remember to ask them for their contact information.

■ NYC Department of Citywide Administrative Services (DCAS)

1 Centre St. 17th Floor South
New York, NY 10007
212- 669-7000

Services: *Working for NYC, Job Postings, Exams for jobs*

Highlights: NYC employs over 300,000 people at almost 70 different agencies. Learn about city employment, visit “**Working for NYC**” on **NYC.gov**. To learn about civil service exams and positions where exams are not required, visit **NYC.gov Job Opportunities**. DCAS also offers Licensing Exams to practice skilled trades in private industry within the five boroughs.

■ NYC Department of Correction (DOC)

75-20 Astoria Blvd.
East Elmhurst, NY 11370

For general inquiries, call the DOC
Information Line at: 718-546-1500 (open 24/7)

For an inmate medical emergency, call Prison
Health Services: 718-546-5200 (open 24/7)

Services: *Rikers Island Discharge Enhancement (RIDE)*

Highlights: The Rikers Island Discharge Enhancement (RIDE) is a program to prepare individuals for reentry after sentencing.

Before individuals are transferred from the court to the city jail at Rikers Island, court personnel administer a one-page screening to identify housing, employment, education, health care, and other service needs. The housing section includes questions about the individual's housing situation immediately before arrest, whether they have ever been homeless, and whether they need housing assistance upon release. Discharge planners use the assessments to develop a plan for transition from jail to the community.

■ **NYC Department of Health and Mental Hygiene (DOHMH)**

125 Worth St.

New York, NY 10013

Call 311 for nearest center.

Services: *Transitional Health Care Coordination (THCC)*

Highlights: THCC links criminal justice-involved individuals and their families to community health care services. The target population includes those with chronic health conditions such as HIV/AIDS, sexually transmitted diseases, asthma, diabetes, heart disease, hypertension, and chemical dependence.

THCC provides individuals in City jails with health education, discharge planning, and referrals to primary care providers and community organizations upon release. Community services referrals include primary

care, substance abuse treatment, housing, court advocacy, health insurance, HIV testing, skilled nursing, hospice care, and other social services.

At the Central Visitor Center Health Station at Rikers Island, THCC offers health information, resources and screenings to visitors and provides referrals to community programs. The Correction-Community Linkage Program provides connections to care for formerly incarcerated individuals and their families at parole and probation centers throughout the city. At the RIDE support center (see DOC), THCC staff assists with pre-screening those who may be eligible for health insurance services and assist in obtaining documentation including birth certificates.

■ NYC Department of Homeless Services (DHS)

33 Beaver St.

New York, NY 10004

Client Advocacy: 1-800-994-6494

General: 212-361-8000

Single Men:

Thirtieth Street Intake

400-430 East 30th St./1st Ave.

New York, NY 10016

Single Women:

HELP Women's Shelter

116 Williams Ave.

Brooklyn, NY 11207

CAN I LIVE?

■

I know you're thinking to yourself, "So I'm dead, right!" No, you're not. Are doors gonna close...Yes. Will you be judged by your past...

Yes. Is that the final say...No. This just means that your job search will require hard work. You will need to see past closed doors, 'once a convict always a convict'. Wrong. That mistake can be fixed. That's who I used to be. Now let me tell you who I am today.

- Joe

Slick Tip 20

Franklin Shelter (Women)
1122 Franklin Ave. (near 166th St.)
Bronx, NY 10456

Jamaica Women's Assessment Shelter
9305 168th St.
Jamaica, NY 11433-1234

Services: *Temporary shelter services and housing assistance for families and singles, and eviction prevention through the HomeBase program.*

Highlights: DHS provides temporary shelter for singles and families to help them move toward finding permanent, safe, and stable housing. DHS assists with housing searches, financial and employment resources, public assistance (PA) and PA eligibility. DHS staff also explains the Statement of Client Rights and Client Code of Conduct.

■ NYC Department of Probation (DOP)

33 Beaver St.
New York, NY 10004

Services: *Employment Works (see SBS)*

Highlights: The Employment Works program helps probationers connect to jobs that lead to economic self-sufficiency. The program serves New York City probationers who are age 18 and older, unemployed or underemployed. The program provides education and training for men and women.

■ NYC Department of Small Business Services (SBS)

110 William St., 7th Fl.
New York, NY 10038

Services: *Direct assistance to business owners and job seekers.*

Highlights: Employment Works (with Department of Probation); Workforce1 Career Centers located throughout the five boroughs (call 311 for locations). The Career Centers provide jobseekers with employment services including career advisement, job search counseling, skills training, and job placement. SBS operates these Centers with the NYS Department of Labor and the City University of New York.

■ NYC Housing Authority (NYCHA)

Application offices:
55 West 125th St., 7th Fl.
Manhattan/Queens

1 Fordham Plaza, 5th Fl.
Bronx

350 Livingston St.
Brooklyn/Staten Island

Services: *Housing*

Section 8 Program

Highlights: Section 8, also known as the Housing Choice Voucher Program, provides funding for rent subsidies for eligible low-income families for decent, safe, and affordable housing. Rent subsidies (vouchers)

**SQUARIN' UP
OR GOING BACK
IN THE GAME**

Prisons do not close and they don't turn down clients. They are always going to have a bed for you on the count. So, the question you must ask yourself today is, "Am I done with the game?"

"Do I have another bid in me?" If you're done, give yourself a chance to do something different. You need new friends, a new network to change your story.

If you are just coming home, there are people and agencies that care.

- Carol

Slick Tip 21

allow families to pay a reasonable share of their income toward rent while the program, within specific limits, pays the difference.

**■ NYC Human Resources
Administration (HRA) /
Department of Social Services**

180 Water St.

New York, NY 10038

HRA InfoLine at: 1-877-472-8411

(call for an intake center near you)

Services: *Medicaid, Financial Assistance, Food Stamp services, Back to Work services*

Highlights: HRA provides temporary assistance to eligible individuals and families to help them reach their maximum level of self-sufficiency. These benefits include a basic personal needs allowance, food stamps, carfare for work activity, housing and utility grants, as well as child care for work-engaged clients paid directly to providers, and medical coverage under one of New York State's public health insurance programs (Medicaid). Also programs for one-time emergency grants to meet personal expenses and emergency food assistance information. This agency also runs a large **Back to Work** program that provides job readiness, vocational training, job placement and career planning services at **Job Centers** in each borough. Formerly incarcerated individuals need to apply immediately after discharge.

8. WHERE YOU NEED TO BE

1. Alpha School/ Center for Progressive Living, Inc.

2400 Linden Blvd.
Brooklyn, NY 11208
(718) 257-5800

Programs: *Outpatient Drug Treatment/Prevention Programs, Voc/Ed Job Readiness & Placement.*

Highlights: *Adolescent GED Plus Program, DWI / DUI Assessments and Evaluations*

2. Arbor education & training

2090 Adam Clayton
Powell Jr. Blvd.
New York, NY 10027
(212) 864-7123

Programs: *Employment, Counseling*

Highlights: *Mental health support, Many Locations*

3. Bronx Defenders

860 Courtlandt Ave.
Bronx, NY 10451
(800) 597-7980
(718) 838-7878

Programs: *Legal, Family*

Highlights: *Criminal, civil and family legal, Bronx residents only*

4. Bed-Stuy Alcoholism Treatment Center

722 Myrtle Ave.
Brooklyn, NY 11205
(718) 636-4200

Programs: *Medical*

Highlights: *Walk-in detoxification program*

5. CAMBA

2211 Church Ave., Rm 307
Brooklyn, NY 11226
(718) 282-0108

Programs: *Housing, Employment, Family, Legal, Medical, Counseling*

Highlights: *HIV/AIDS, Career Development, Education, Many Locations*

6. Center for Community Alternatives (CCA)

25 Chapel St.
Brooklyn, NY 11201
(718) 858-9658

Programs: *ATI, Young adults, Counseling, Drug treatment, Education, Legal*

Highlights: *Counseling, Family, Legal, Alternative to Incarceration (ATI) Program*

7. Center for Employment Opportunities (CEO)

32 Broadway, 15th Fl.
New York, NY 10004
(212) 422-4430

Programs: *Employment, Education, Family services*

Highlights: *Temporary employment, Young adults*

8. Civic Association Serving Harlem (CASH)

356 West 123 St.
New York, NY 10027
(212) 864-5850

Programs: *Employment*

Highlights: *Temporary employment*

9. College & Community Fellowship (CCF)

475 Riverside Dr., Suite 1626
New York, NY 10115
(646) 380-7777

Programs: *Education, Women*

Highlights: *Education mentoring, Tuition support, and Academic support*

10. ComALERT: Kings County District Attorney's Office

210 Joralemon St., 3rd Fl.
Brooklyn, NY 11201
(718) 250-5557

Programs: *Drug treatment, Temporary employment, Temporary housing*

Highlights: *Temporary employment, Substance abuse treatment, Counseling*

11. Community Service Society

105 East 22nd St., #303
New York, NY 10010
(212) 254-8900

Programs: *Legal, Employment*

Highlights: *Cleaning up criminal record, Certificates to show rehabilitation, Legal representation*

12. Counseling Services of the Eastern District of New York (CSEDNY)

180 Livingston St., Suite 301
Brooklyn, NY 11201
(718) 858-6631 ext. 10

Programs: *ComALERT; Drug treatment, Education*

Highlights: *MICA groups, Drug recovery services, Outpatient services, Employment*

13. Doe Fund / Ready Willing & Able

520 Gates Ave.
Brooklyn, NY 11216
(646) 672-4273

Programs: *Housing, Employment, Drug treatment*

Highlights: *Temporary housing, Job skill training, Career development, Temporary paid employment, Education referrals, Counseling, and drug treatment referrals, Many Locations*

14. The Door - A Center of Alternatives

555 Broome St.
New York, NY 10013
(212) 941-9090

Programs: *Young adults, Medical, Counseling, Legal, Employment, Education, Housing, Drug treatment*

Highlights: *Health and dental services, Job training, LGBTQ*

15. El Regreso, Inc.

728 Driggs Ave.
Brooklyn, NY 11211
(718) 384-6400

Programs: *Drug treatment, Employment, Family, Counseling, Alternative to Incarceration (ATI) Program*

Highlights: *Parent program, Temporary employment, and Drug treatment*

16. United Bronx Parents: La Casita Esperanza

974 Prospect Ave.
Bronx, NY 10459
(718) 893-6555

Programs: *Housing, Family, Drug treatment, Counseling*

Highlights: *Transitional housing services, Recovery readiness, Family services, General counseling*

17. Episcopal Social Services

653 Schenck Ave.
Brooklyn, NY 11207
(718) 257-5020

Programs: *Drug treatment, Family, Employment, Education*

Highlights: *Substance abuse prevention, Job search assistance, Family counseling, and Education referrals*

18. Exodus Transitional Community

2271 Third Ave.
New York, NY 10035
(917) 492-0990

Programs: *Housing, Education, Employment, Counseling*

Highlights: *Employment training, Life skills training*

19. Federation Employment and Guidance Services (F.E.G.S)

199 Jay St.
Brooklyn, NY 11201
(718) 488-0100 ext. 436
Infoline: (212) 524-1780

Programs: *Employment, Family, Housing, Counseling*

Highlights: *Job development, Family counseling, Mental health support, and SRO's (Single room occupancy), Many Locations*

20. Fifth Ave. Committee/ Brooklyn Workforce Innovations

621 Degraw St.
Brooklyn NY 11217
(718) 237-2017 ext. 149 or 135

Programs: *Employment, Education, Legal, Housing*

Highlights: *Job development, Class B commercial drivers training, Brooklyn Woods (woodworking training), TV Film Production training assistance program, Legal services, Cable installation training, Housing assistance*

21. Fortune Society

26-76 Northern Blvd.
Long Island City, NY 11101
(212) 691-7554

Programs: *Housing, Drug, Counseling, Treatment, Education, Medical, Alternative to Incarceration (ATI) Program*

Highlights: *HIV/AIDS services, Drug treatment, , Women, Career development, Alternative to Incarceration (ATI) Program*

22. Friend of Island Academy

2910 Bronx Park East
Bronx, NY 10467
(718) 653-5301

Programs: *Counseling, Family Services, Legal, Housing, Education, Employment, Friends to Fathers*

Highlights: *Parenting, Employment, Career development, Legal, Young adults*

23. Goodwill Industries of Greater NY and Northern NJ, Inc.

Centers in Queens, Bronx, and Brooklyn
(718) 728-5400

Programs: *Extensive employment and other service programs for the underemployed, Unemployed, Veteran, Disabled, Formerly incarcerated, Refugee, Housing*

Highlights: *Veteran services, Short and long term employment assistance, Literacy.*

24. Greenhope Services for Women, Inc.

448 East 119th St.
New York, NY 10035
(212) 369-5100

Programs: *Drug treatment, Education, Alternative to Incarceration (ATI) Program, Family, Medical, Women, Housing*

Highlights: *Substance abuse treatment, Vocational training, Career development, Health services, Financial counseling, College awareness program, Supportive housing*

25. Harlem Community Justice Center

170 East 121 St.
New York, NY 10035
(212) 360-4986

Programs: *Housing, Drug Treatment, Education, Alternative to Incarceration (ATI) Program*

Highlights: *Employment, Housing, Drug treatment, Career development, Alternative to Incarceration (ATI) Program*

26. Incarcerated Mothers Program

Edwin Gould Services for Children
1968 2nd Ave.
New York, NY 10029
(646) 315-7600

Programs: *Women, Family, Young Adults, Housing*

Highlights: *Family reunification, Parenting skills, Housing for young adults, Family counseling, Many Locations*

27. JNS Counseling Services

1300 Ave. P, Upper Level
Brooklyn, NY 11229
(718) 954-3800

Programs: *Drug treatment*

Highlights: *Substance abuse treatment, Counseling, Women, Young adults*

28. Kings County Hospital Center

451 Clarkson Ave.
Brooklyn, NY 11203
(718) 245-2660

Programs: *Medical, Drug treatment, Counseling*

Highlights: *Free medical services, No Medicaid needed, Detoxification*

29. Legal Information For Families (LIFT)

350 Broadway, Suite 501
New York, NY 10013
(646) 613-9633

Programs: *Legal, Counseling, Family*

Highlights: *Legal counseling, Family court, Criminal court*

30. Legal Action Center

225 Varick St., 4th Fl.
New York, NY 10014
(212) 243-1313
(800) 223-4044 Toll Free

Programs: *Legal, Employment*

Highlights: *Free legal services, Rap sheet clean up, Assistance for Certificate of Relief, Legal Aid referrals, National H.I.R.E. Network*

31. Legal Aid Society

Main Number
(212) 577-3300

Criminal Division
111 Livingston St.
Brooklyn, NY 11210
(718) 237-2000

Programs: *Legal*

Highlights: *Free community legal services, Parole legal counseling*

32. MCM Faith, Inc.

658 Jamaica Ave.
Brooklyn, NY 11208
(866) 552-0500 Toll Free

Programs: *Counseling, Drug Treatment, Family, Housing, Education, Medical*

Highlights: *Parental workshops, GED, In-house ministry, Transportation services*

33. MFY Legal Services

299 Broadway, 4th Fl.
New York, NY 10007
(212)-417-3800

Programs: *Legal*

Highlights: *Free legal counseling, Counseling for housing court*

34. Neighborhood Defender Service of Harlem

317 Lenox Ave., 10th Fl.
New York, NY 10027
(212) 876-5500

Programs: *Legal, Family*

Highlights: *Criminal defense, Fatherhood program, Immigration legal services*

35. New Directions of Brooklyn NY

202-206 Flatbush Ave.
Brooklyn, NY 11217
(718) 398-0800

Programs: *Drug treatment, Counseling, Family support*

Highlights: *Alcohol and substance abuse treatment, Family counseling, Mental health services, Stress management*

36. Nontraditional Employment For Women (N.E.W.)

243 West 20th St.
New York, NY 10011
(212) 627-6252

Programs: *Education, Employment, Women*

Highlights: *Training constructions jobs, Job placement, Apprenticeships*

37. NYC Justice Corps Bedford Stuyvesant Restoration Corporation

1368 Fulton St.
Brooklyn, NY 11216
(718) 636-6979

Phipps Community Development Corporation

1409 Fulton Ave.
Bronx, NY 10456
(347) 329-4004 ext. 5050

Programs: *Employment, Education, Young adults*

Highlights: *Career development, Education, Community service*

38. Odyssey House

219 East 121 St.
New York, NY 10035
(212) 987-5100

Programs: *Drug treatment, Education, Housing, Family services, Young adults*

Highlights: *Aftercare, Peer Counseling, Support services.*

39. Office of Vocational and Educational Services for Individuals with Disabilities NYS Education Department (VESID)

55 Hanson Place, 2nd Fl.
Brooklyn, NY 11217
(800) 222-5627
(718) 722-6700
www.vesid.nysed.gov

Manhattan Office

116 West 32 St., 6th Fl.
New York, NY 10001
(212) 630-2300

Harlem Office

Adam Clayton Powell Jr. State
Office Building
163 West 125 St., Rm 713
New York, NY 10027
(212) 961-4420

Queens Office

1 Lefrak City Plaza
59-17 Junction Blvd., 20th Fl.
Corona, NY 11368
(347) 510-3100

Staten Island Office

2071 Clove Road,
Suite 302
Staten Island, NY 10304
(718) 816-4800

Bronx Office

1215 Zerega Ave.
Bronx, NY 10462
(718) 931-3500

Programs: Vocational
Preparation, Vocational
Counseling, Employment For
Individuals with Disabilities

Highlights: Employment

40. Osborne Association

809 Westchester Ave.
Bronx, NY 10455
(718) 707-2600
(800) 344-3314 Family Helpline

Programs: Drug treatment,
Employment, Training, Alternative
to Incarceration (ATI), Family

Highlights: Out-patient drug
treatment, HIV/AIDS testing,
Counseling, Family support

41. Palladia, Inc.

Admissions
1647 Macombs Rd.
Bronx, NY 10453
(718) 294-4184
(212) 979-8800

Programs: Substance Abuse
treatment, Housing, Family

Highlights: In Patient/Outpatient
substance abuse treatment,
Housing (permanent &
transitional), Family services

42. Phase Piggy Back, Inc.

507 West 145 St.
New York, NY 10031
(212) 234-1660 ext. 100

Programs: Drug treatment,
Alternative to Incarceration (ATI)
Program

Highlights: In Patient/Outpatient
substance abuse treatment

**43. Phoenix House
of New York**

2191 Third Ave.
New York, NY 10035
(212) 831-1555
(800) 4357-111 ext. 7500

Programs: Drug treatment,
Family

Highlights: In Patient/Outpatient
substance abuse treatment,
Family counseling

44. Rockaway Development & Revitalization Corporation

1920 Mott Ave.
Far Rockaway, NY 11691
(718) 327-5300

Programs: *Employment*

Highlights: *Job readiness, Placement services*

45. Samaritan Village

88-83 Van Wyck Expressway
Jamaica, NY 11435
(718) 657-8010
(800) 532-HELP Toll Free

Programs: *Drug treatment, Medical, Housing, Alternative to Incarceration (ATI) Program, Counseling, Many Locations*

Highlights: *Residential and outpatient substance abuse treatment, HIV/AIDS services, Homeless outreach*

46. Supportive Training Results In Valuable Employees (STRIVE)/ East Harlem Employment Services, Inc.

240 East 123 St., 3rd Fl.
New York, NY 10035
(212) 360-1100
(646) 335-0814

Programs: *Employment, Education*

Highlights: *WEP/HRA vendor, GED, Computer training, Construction skills training, Employment preparation*

47. Stay'n Out Serendipity 1 (Men)

NY Therapeutic Community, Inc.
977 Bedford Ave.
Brooklyn, NY 11205
(718) 398-0096

Programs: *Residential substance abuse treatment, Alternative to Incarceration (ATI) Program*

Highlights: *Education, Career development*

48. Stay'n Out Serendipity 2 (Women)

NY Therapeutic Community, Inc.
944 Bedford Ave.
Brooklyn, NY 11205
(718) 802-0572

Programs: *Residential substance abuse treatment, Alternative to Incarceration (ATI) Program*

Highlights: *Education, Career development*

49. Veritas Therapeutic Community, Inc.

55 West 125 St., 10th Fl.
New York, NY 10027
(212) 865-9182

Programs: *Drug treatment, Counseling, Family*

Highlights: *Reunification services*

50. Wildcat Service Corporation

2 Washington St., 3rd Fl.
New York, NY 10004
(212) 209-6000

Programs: *Employment, Education*

Highlights: *Temporary employment, Vocational referrals*

51. Women In Need, Inc. (WIN)

Intake
455 Decatur St.
Brooklyn, NY 11233
(718) 453-2190 ext. 116

Programs: *Family, Housing, Drug treatment, Counseling, Women*

Highlights: *Domestic violence services, Housing/Housing referrals, Substance abuse treatment counseling*

52. Women's Prison Association

110 Second Ave.
New York, NY 10003
(646) 292-7740

Reentry Unit

175 Remsen St., 9th Fl.
Brooklyn, NY 11201
(718) 637-6800

Programs: *Education, Legal, Family, Women, Housing, Employment*

Highlights: *Parent advocacy, Drug treatment referrals, Re-Entry, Mentoring, Life skills training*

53. Workforce1

625 Fulton St.
Brooklyn, NY 11201
(718) 780-9200

Programs: *Employment, Education, Job placement*

Highlights: *Offers workshops and one-on-one career counseling for employment, Training*

Bronx Office

358 East 149 St.
Bronx, NY 10455
(718) 960-7099

Bronx-Hunts Point Office

1029 East 163 St., 3rd Fl.
Bronx, NY 10459
(718) 542-6777

Manhattan Office

215 West 125 St., 6th Fl.
New York, NY 10027
(917) 493-7054

Queens Office

168-25 Jamaica Ave., 2nd Fl.
Jamaica, NY 11432
(718) 557-6755

Staten Island Office

120 Stuyvesant Place, 3rd Fl.
Staten Island, NY 10301
(718) 285-8388

SHORTCUT

Alternative to Incarceration (ATI): 6, 15, 21, 24, 25, 40, 42, 45, 47, 48

Counseling: 2, 5, 6, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 26, 27, 28, 29, 31, 32, 33, 34, 35, 39, 40, 45, 49, 51, 53

Drug Treatment (In Patient): 4, 24, 28, 38, 41, 43, 45, 47, 48

Drug Treatment (Out Patient): 1, 6, 10, 12, 13, 14, 15, 16, 17, 21, 24, 25, 27, 28, 32, 35, 38, 40, 41, 42, 43, 45, 49, 51

Education: 1, 5, 6, 7, 9, 12, 13, 14, 17, 18, 20, 21, 22, 23, 24, 25, 32, 36, 37, 38, 39, 40, 46, 47, 48, 50, 52, 53

Employment: 1, 2, 5, 7, 8, 10, 11, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, 36, 37, 39, 40, 44, 46, 47, 48, 50, 52, 53

Family: 3, 5, 7, 15, 16, 17, 19, 22, 26, 29, 32, 34, 35, 38, 40, 41, 43, 49, 51, 52

Immigration: 34

Housing: 5, 10, 13, 14, 16, 18, 19, 20, 23, 24, 25, 26, 32, 38, 41, 45, 51, 52

Legal: 3, 5, 6, 11, 14, 20, 22, 29, 30, 31, 33, 34, 52

Medical: 4, 5, 14, 24, 28, 32, 45

Women: 9, 21, 24, 26, 27, 36, 48, 51, 52

Spiritual Support: 18, 32

Young Adults: 1, 6, 7, 14, 22, 26, 27, 37, 38

See numbered organizations

CHANGE THE GAME

I got 11 years in the penitentiary. I've been to Green Haven, Sing Sing, Woodbourne, Clinton Dannamora. Shot dope most of my life. I'm slick as slime. I'm slicker than you. I had to change 3 things when I came home: I had to change everything I did, everything I thought, and everything I thought about thinking.

I have the type of personality and disease that's very impatient. I got to have it now. I'm a follower. I'm just like you. I got to prison because my man went to prison. I'm an armed robber because my man was an armed robber. I'm a burglar because he was a burglar. And I do good bids in the penitentiary because he did good bids.

I know how to jail. Give me a peanut butter sandwich, a jelly sandwich, I'm straight. I know how to jail; it's out here that I have a problem.

I needed to follow somebody that wasn't going to jail. Get a number from somebody that's not going to jail. If you don't have a number and a honcho that's not going to jail, you're going back to jail. Because you're a follower. What you did was you followed somebody. And that's the same thing you need to do out here – follow somebody that's not going to jail.

- Mel

Slick Tip 22