

DIVISION OF HUMAN RIGHTS

MISSION

New York holds the proud distinction of being the first state in the nation to enact a civil rights law, affording every individual an equal opportunity to enjoy a full and productive life, including in the areas of employment, housing, public accommodations, education, and credit. Under the State's Human Rights Law, discriminating against others because of their race, sex, age, disability or membership in other specified classes is illegal in the State of New York. Protection under the Human Rights Law also includes prohibiting discrimination based on military status and sexual orientation.

The New York State Division of Human Rights is the State agency charged with enforcing the Human Rights Law and protecting the civil rights of New Yorkers. To fulfill these responsibilities, the Division:

- Prosecutes unlawful discriminatory practices;
- Investigates and resolves individual complaints of illegal discrimination;
- Advances policies and legislation that expand and/or better protect the civil rights of New Yorkers; and
- Promotes human rights awareness through education and outreach.

ORGANIZATION AND STAFFING

Under the direction of the Commissioner, who is appointed by the Governor subject to confirmation by the Senate, the Division operates from its main office in New York City and from nine regional and two satellite offices across the State.

The Division's workforce is primarily assigned to investigate complaints, to assist in the presentation of cases and to adjudicate individual cases of discrimination.

BUDGET HIGHLIGHTS

The Executive Budget recommends **\$21.3 million** All Funds (\$13.1 million General Fund, \$8.2 million Other Funds) for the Division of Human Rights. This is a decrease of \$1.5 million (-6.4 percent) from the 2010-11 budget.

The Executive Budget reduces each agency's General Fund State Operations budget by 10 percent. These savings are intended to be achieved through administrative efficiencies in non-personal service and negotiated workforce savings that minimize layoffs to the extent possible.

PROGRAM HIGHLIGHTS

In 2010-11, the Division focused its activities on investigating systematic forms of discrimination, on improving the individual complaint process, and on investigating and adjudicating individual cases. It will continue this work in 2011-12, along with enforcing provisions of State law that enhance the rights of New Yorkers, particularly in the area of disabilities. The Division is also working with local communities to address issues of bias-related violence.

HUMAN RIGHTS

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2010-11	Appropriations Recommended 2011-12	Change	Reappropriations Recommended 2011-12
State Operations	22,745,000	21,293,000	(1,452,000)	13,933,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	<u>22,745,000</u>	<u>21,293,000</u>	<u>(1,452,000)</u>	<u>13,933,000</u>

ALL FUND TYPES PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM FILLED ANNUAL SALARIED POSITIONS

Program	Full-Time Equivalent Positions (FTE)		
	2010-11 Estimated FTEs 03/31/11	2011-12 Estimated FTEs 03/31/12	FTE Change
Administration			
General Fund	141	141	0
Special Revenue Funds - Federal	54	54	0
Total	<u>195</u>	<u>195</u>	<u>0</u>

The above table does not reflect layoffs that may be necessary in the absence of negotiated workforce savings.

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

Fund Type	Available 2010-11	Recommended 2011-12	Change
General Fund	14,522,000	13,070,000	(1,452,000)
Special Revenue Funds - Federal	8,223,000	8,223,000	0
Total	<u>22,745,000</u>	<u>21,293,000</u>	<u>(1,452,000)</u>

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

Program	Available 2010-11	Recommended 2011-12	Change
Administration			
General Fund	14,522,000	13,070,000	(1,452,000)
Special Revenue Funds - Federal	8,223,000	8,223,000	0
Total	<u>22,745,000</u>	<u>21,293,000</u>	<u>(1,452,000)</u>

STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2011-12 RECOMMENDED (dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	10,463,000	(1,163,000)	10,154,000	(1,128,000)
Total	<u>10,463,000</u>	<u>(1,163,000)</u>	<u>10,154,000</u>	<u>(1,128,000)</u>

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay	
	Amount	Change	Amount	Change
Administration	292,000	(33,000)	17,000	(2,000)
Total	<u>292,000</u>	<u>(33,000)</u>	<u>17,000</u>	<u>(2,000)</u>

HUMAN RIGHTS

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
2011-12 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	2,607,000	(289,000)	136,000	(15,000)
Total	2,607,000	(289,000)	136,000	(15,000)

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	173,000	(19,000)	2,118,000	(235,000)
Total	173,000	(19,000)	2,118,000	(235,000)

Program	Equipment	
	Amount	Change
Administration	180,000	(20,000)
Total	180,000	(20,000)

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
2011-12 RECOMMENDED
(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	8,223,000	0	4,131,000	0
Total	8,223,000	0	4,131,000	0

Program	Nonpersonal Service	
	Amount	Change
Administration	4,092,000	0
Total	4,092,000	0