

Human Rights, Division of

Mission

New York was 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 (HRL), discrimination based on race, sex, age, military status, sexual orientation, disability or membership in other specified classes is illegal. The Division of Human Rights (DHR) is charged with enforcing the HRL and protecting the civil rights of New Yorkers. To fulfill these responsibilities, DHR 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

DHR operates from its main office in the Bronx and from seven regional offices in Albany, Brooklyn, Buffalo, Hempstead, Manhattan, Rochester and White Plains, and three satellite offices in Binghamton, Hauppauge, and Syracuse. The Office of Sexual Harassment Issues investigates cases from Queens.

Budget Highlights

The FY 2024 Executive Budget recommends \$28.8 million, a \$8.2 million increase from FY 2023.

The FY 2024 Executive Budget recommends a workforce of 174 FTEs for DHR, an increase of 4 from FY 2023 workforce levels.

Major budget actions in the Executive Budget include \$4.3 million in investments to support DHR’s efforts in protecting New Yorkers from unlawful discrimination based on their protected class status, and \$3.5 million for grants, staffing, trainings, conferences, toolkits, and other educational, public awareness, and outreach efforts to combat hate and bias incidents.

For more information on this agency’s budget recommendations located in the Executive Budget Briefing Book, click on the following link:

Program Highlights

Investigations, Prosecutions and Hearings

DHR receives formally filed complaints of HRL violations. Alleged violations are investigated and, in cases where there is probable cause that unlawful discrimination occurred, DHR holds hearings before an Administrative Law Judge and resolves the complaint based on that hearing.

U.S. Equal Employment Opportunity Commission (EEOC) Work-Share Agreement

DHR investigates cases of employment discrimination for the EEOC pursuant to the Federal Work-Share Agreement.

U.S. Department of Housing and Urban Development Cooperative Agreement

DHR investigates and prosecutes cases of housing discrimination pursuant to the Federal Cooperative Agreement. Additionally, DHR conducts fair housing education and outreach activities.

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available FY 2023	Appropriations Recommended FY 2024	Change From FY 2023	Reappropriations Recommended FY 2024
State Operations	21,014,268	28,888,000	7,873,732	13,495,000
Total	21,014,268	28,888,000	7,873,732	13,495,000

NYS DOB | FY 2024 Executive Budget | Agency Appropriations
ALL FUND TYPES
PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM
FILLED ANNUAL SALARIED POSITIONS

Program	FY 2023 Estimated FTEs 03/31/23	FY 2024 Estimated FTEs 03/31/24	FTE Change
Administration			
General Fund	133	137	4
Special Revenue Funds - Federal	37	37	0
Total	170	174	4

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

Fund Type	Available FY 2023	Recommended FY 2024	Change
General Fund	14,996,268	22,870,000	7,873,732
Special Revenue Funds - Federal	6,018,000	6,018,000	0
Total	21,014,268	28,888,000	7,873,732
Adjustments:			
Transfer(s) From			
Special Pay Bill			
General Fund	(281,268)		
Appropriated FY 2023	20,733,000		

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

Program	Available FY 2023	Recommended FY 2024	Change
Administration			
General Fund	14,996,268	19,370,000	4,373,732
Special Revenue Funds - Federal	6,018,000	6,018,000	0
HATE AND BIAS PREVENTION			
General Fund	0	3,500,000	3,500,000
Total	21,014,268	28,888,000	7,873,732

STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
FY 2024 RECOMMENDED
(dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	15,865,000	3,274,732	15,466,000	3,184,732
HATE AND BIAS PREVENTION	2,616,000	2,616,000	2,496,000	2,496,000

NYS DOB | FY 2024 Executive Budget | Agency Appropriations

Total	18,481,000	5,890,732	17,962,000	5,680,732
--------------	-------------------	------------------	-------------------	------------------

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay	
	Amount	Change	Amount	Change
Administration	351,000	59,000	48,000	31,000
HATE AND BIAS PREVENTION	60,000	60,000	60,000	60,000
Total	411,000	119,000	108,000	91,000

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
FY 2024 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	3,505,000	1,099,000	557,000	421,000
HATE AND BIAS PREVENTION	884,000	884,000	22,000	22,000
Total	4,389,000	1,983,000	579,000	443,000

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	160,000	50,000	2,690,000	644,000
HATE AND BIAS PREVENTION	3,000	3,000	832,000	832,000
Total	163,000	53,000	3,522,000	1,476,000

Program	Equipment	
	Amount	Change
Administration	98,000	(16,000)
HATE AND BIAS PREVENTION	27,000	27,000
Total	125,000	11,000

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
FY 2024 RECOMMENDED
(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	6,018,000	0	2,749,000	0
Total	6,018,000	0	2,749,000	0

Program	Nonpersonal Service	
	Amount	Change
Administration	3,269,000	0
Total	3,269,000	0

