

DIVISION OF HUMAN RIGHTS

MISSION

New York holds the proud distinction of being the first state to enact a Human Rights Law, affording every citizen an equal opportunity to enjoy a full and productive life. Discriminating against others because of their race, sex, age, disability or membership in other specified classes is illegal in the State of New York. In 2003, protection under the Human Rights Law was expanded by the Patriot Act, prohibiting discrimination based on military status, and by the Sexual Orientation Non-Discrimination Act, which further ensures fair and equitable treatment for all New Yorkers based on sexual orientation.

The New York State Division of Human Rights serves as the administrative arm of the law, with a primary mission to enforce and protect human rights. Programs of the Division of Human Rights focus on ensuring equal opportunity in employment, housing, public accommodation, education and credit. To fulfill these responsibilities the Division:

- Investigates and resolves complaints of illegal discrimination;
- Promotes human rights awareness through education; and
- Acts as a resource in the prevention and elimination of discrimination.

ORGANIZATION AND STAFFING

Under the direction of the Commissioner, the Division operates from its main office in New York City and from nine regional and two satellite offices across the State.

The Division will have a workforce of 203 employees during 2005-06: 31 for administration of the Division and 172 to investigate, determine probable cause, and hear individual cases of discrimination. Funding is also provided to support five per diem administrative law judges not reflected in the 203 salaried staff.

BUDGET AND PROGRAM HIGHLIGHTS

In the last nine years, the Division has made progress in reducing the number of open cases. Open cases totaled 5,695 as of November 2004, down from 16,880 in January 1995; a reduction of 66 percent. The agency continues to work vigorously to reduce the caseload and meet reasonable standards for timely case processing. In addition, to help further shorten its case processing time, the Division has implemented a new Case Management System.

In 2005-06, the Office of Temporary and Disability Assistance will continue to assume partial responsibility for basic administrative functions of the Division such as personnel and finance. This "host agency" concept is designed to produce savings through increased administrative efficiencies.

ALL FUNDS APPROPRIATIONS (dollars)

| Category | Available 2004-05 | Appropriations Recommended 2005-06 | Change | Reappropriations Recommended 2005-06 |
|-------------------|----------------------|--|---------|--|
| State Operations | 18,314,000 | 18,954,000 | 640,000 | 14,300,000 |
| Aid To Localities | 0 | 0 | 0 | 0 |
| Capital Projects | 0 | 0 | 0 | 0 |
| Total | 18,314,000 | 18,954,000 | 640,000 | 14,300,000 |

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

Full-Time Equivalent Positions (FTE)

| Program | 2004-05 | 2005-06 | FTE Change |
|---------------------------------|------------------------------------|------------------------------------|-------------------|
| | Estimated FTEs 03/31/05 | Estimated FTEs 03/31/06 | |
| Administration | | | |
| General Fund | 166 | 166 | 0 |
| Special Revenue Funds - Federal | 37 | 37 | 0 |
| Total | <u>203</u> | <u>203</u> | <u>0</u> |

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

| Fund Type | Available 2004-05 | Recommended 2005-06 | Change |
|---------------------------------|------------------------------|--------------------------------|----------------|
| General Fund | 13,495,000 | 14,110,000 | 615,000 |
| Special Revenue Funds - Federal | 4,704,000 | 4,704,000 | 0 |
| Special Revenue Funds - Other | 115,000 | 140,000 | 25,000 |
| Total | <u>18,314,000</u> | <u>18,954,000</u> | <u>640,000</u> |

Adjustments:

| | |
|---------------------------------|-------------------|
| Transfer(s) From | |
| Special Pay Bill | |
| General Fund | (441,000) |
| Special Revenue Funds - Federal | (4,000) |
| Appropriated 2004-05 | <u>17,869,000</u> |

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

| Program | Available 2004-05 | Recommended 2005-06 | Change |
|---------------------------------|------------------------------|--------------------------------|----------------|
| Administration | | | |
| General Fund | 13,495,000 | 14,110,000 | 615,000 |
| Special Revenue Funds - Federal | 4,704,000 | 4,704,000 | 0 |
| Special Revenue Funds - Other | 115,000 | 140,000 | 25,000 |
| Total | <u>18,314,000</u> | <u>18,954,000</u> | <u>640,000</u> |

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
2005-06 RECOMMENDED
(dollars)**

| Program | Total | | Personal Service Regular (Annual Salaried) | |
|----------------|-------------------|----------------|---|----------------|
| | Amount | Change | Amount | Change |
| Administration | 11,227,000 | 985,000 | 11,000,000 | 985,000 |
| Total | <u>11,227,000</u> | <u>985,000</u> | <u>11,000,000</u> | <u>985,000</u> |

| Program | Temporary Service (Nonannual Salaried) | | Holiday/Overtime Pay (Annual Salaried) | |
|----------------|---|---------------|---|---------------|
| | Amount | Change | Amount | Change |
| Administration | 222,000 | 0 | 5,000 | 0 |
| Total | <u>222,000</u> | <u>0</u> | <u>5,000</u> | <u>0</u> |

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**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
2005-06 RECOMMENDED
(dollars)**

| Program | Total | | Supplies and Materials | |
|----------------|------------------|---------------|-------------------------------|-----------------|
| | Amount | Change | Amount | Change |
| Administration | 3,533,000 | 0 | 27,000 | (44,000) |
| Total | <u>3,533,000</u> | <u>0</u> | <u>27,000</u> | <u>(44,000)</u> |

| Program | Travel | | Contractual Services | |
|----------------|---------------|---------------|-----------------------------|---------------|
| | Amount | Change | Amount | Change |
| Administration | 88,000 | 31,000 | 3,320,000 | 35,000 |
| Total | <u>88,000</u> | <u>31,000</u> | <u>3,320,000</u> | <u>35,000</u> |

| Program | Equipment | |
|----------------|------------------|-----------------|
| | Amount | Change |
| Administration | 98,000 | (22,000) |
| Total | <u>98,000</u> | <u>(22,000)</u> |

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
2005-06 RECOMMENDED
(dollars)**

| Program | Total | | Personal Service | |
|----------------|------------------|---------------|-------------------------|---------------|
| | Amount | Change | Amount | Change |
| Administration | 4,844,000 | 25,000 | 3,000 | 0 |
| Total | <u>4,844,000</u> | <u>25,000</u> | <u>3,000</u> | <u>0</u> |

| Program | Nonpersonal Service | | Maintenance Undistributed | |
|----------------|----------------------------|---------------|----------------------------------|---------------|
| | Amount | Change | Amount | Change |
| Administration | 1,000 | 0 | 4,840,000 | 25,000 |
| Total | <u>1,000</u> | <u>0</u> | <u>4,840,000</u> | <u>25,000</u> |