

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 2004-05: 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 eight years, the Division has made solid progress in reducing the number of open cases. Open cases totaled 5,883 as of November 2003, down from 16,880 in January 1995; a reduction of 65 percent. The agency continues to work vigorously to reduce the caseload and meet reasonable standards for timely case processing. To help further shorten its case processing time, the Division is implementing a new Case Management System expected to be operational in 2004.

In 2004-05, the Office of Temporary and Disability Assistance will assume partial responsibility for basic administrative functions of the Division such as personnel and finance. This "host agency" concept is designed to produce savings of \$280,000 in 2004-05 through increased administrative efficiencies.

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2003-04	Appropriations Recommended 2004-05	Change	Reappropriations Recommended 2004-05
State Operations	18,224,000	17,869,000	(355,000)	9,600,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	18,224,000	17,869,000	(355,000)	9,600,000

HUMAN RIGHTS

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

Full-Time Equivalent Positions (FTE)

Program	2003-04 Estimated FTEs 03/31/04	2004-05 Estimated FTEs 03/31/05	FTE Change
Administration			
General Fund	168	166	(2)
Special Revenue Funds - Federal	37	37	0
Total	<u>205</u>	<u>203</u>	<u>(2)</u>

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

Fund Type	Available 2003-04	Recommended 2004-05	Change
General Fund	13,334,000	13,054,000	(280,000)
Special Revenue Funds - Federal	4,800,000	4,700,000	(100,000)
Special Revenue Funds - Other	90,000	115,000	25,000
Total	<u>18,224,000</u>	<u>17,869,000</u>	<u>(355,000)</u>

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

Program	Available 2003-04	Recommended 2004-05	Change
Administration			
General Fund	13,334,000	13,054,000	(280,000)
Special Revenue Funds - Federal	4,800,000	4,700,000	(100,000)
Special Revenue Funds - Other	90,000	115,000	25,000
Total	<u>18,224,000</u>	<u>17,869,000</u>	<u>(355,000)</u>

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
2004-05 RECOMMENDED
(dollars)**

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	9,801,000	0	9,574,000	0
Total	<u>9,801,000</u>	<u>0</u>	<u>9,574,000</u>	<u>0</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>

HUMAN RIGHTS

STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
2004-05 RECOMMENDED
(dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	3,533,000	0	71,000	0
Total	3,533,000	0	71,000	0

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	57,000	0	3,285,000	0
Total	57,000	0	3,285,000	0

Program	Equipment	
	Amount	Change
Administration	120,000	0
Total	120,000	0

STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
2004-05 RECOMMENDED
(dollars)

Program	Total		Maintenance Undistributed	
	Amount	Change	Amount	Change
Administration	4,815,000	(75,000)	4,815,000	(75,000)
Total	4,815,000	(75,000)	4,815,000	(75,000)