

# ***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. The recently enacted Sexual Orientation Non-Discrimination Act (SONDA) broadens these protections to further ensure 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 205 employees during 2003-04: 33 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 205 salaried staff.

## ***BUDGET AND PROGRAM HIGHLIGHTS***

In the last seven years, the Division has made solid progress in reducing its caseload of cases; open cases totaled 7,554 as of December 2002, down from 16,880 in January 1995. 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 2003.

The Division will strengthen administrative efficiencies to partially offset inflationary increases to the General Fund in 2003-04.

### **ALL FUNDS APPROPRIATIONS (dollars)**

<b>Category</b>	<b>Available 2002-03</b>	<b>Appropriations Recommended 2003-04</b>	<b>Change</b>	<b>Reappropriations Recommended 2003-04</b>
State Operations	18,224,000	18,224,000	0	7,700,000
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	18,224,000	18,224,000	0	7,700,000

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

### Full-Time Equivalent Positions (FTE)

Program	2002-03	2003-04	FTE Change
	Estimated FTEs 03/31/03	Estimated FTEs 03/31/04	
Administration			
General Fund	172	168	(4)
Special Revenue Funds - Federal	37	37	0
Total	209	205	(4)

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

Fund Type	Available	Recommended	Change
	2002-03	2003-04	
General Fund	13,334,000	13,334,000	0
Special Revenue Funds - Federal	4,800,000	4,800,000	0
Special Revenue Funds - Other	70,000	70,000	0
Fiduciary Funds	20,000	20,000	0
Total	18,224,000	18,224,000	0

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

Program	Available	Recommended	Change
	2002-03	2003-04	
Administration			
General Fund	13,334,000	13,334,000	0
Special Revenue Funds - Federal	4,800,000	4,800,000	0
Special Revenue Funds - Other	70,000	70,000	0
Fiduciary Funds	20,000	20,000	0
Total	18,224,000	18,224,000	0

## STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2003-04 RECOMMENDED (dollars)

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

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

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STATE OPERATIONS - GENERAL FUND  
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED  
APPROPRIATIONS AND CHANGES  
2003-04 RECOMMENDED  
(dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	3,533,000	0	71,000	(2,000)
Total	3,533,000	0	71,000	(2,000)

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	57,000	(6,000)	3,285,000	12,000
Total	57,000	(6,000)	3,285,000	12,000

Program	Equipment	
	Amount	Change
Administration	120,000	(4,000)
Total	120,000	(4,000)

STATE OPERATIONS - OTHER THAN GENERAL FUND  
SUMMARY OF APPROPRIATIONS AND CHANGES  
2003-04 RECOMMENDED  
(dollars)

Program	Total		Maintenance Undistributed	
	Amount	Change	Amount	Change
Administration	4,890,000	0	4,890,000	0
Total	4,890,000	0	4,890,000	0