

2003

ANNUAL REPORT



Michael R. Bloomberg, Mayor  
**NEW YORK CITY COMMISSION ON HUMAN RIGHTS**  
Patricia L. Gatling, Commissioner/Chair

The New York City Human Rights Law is one of the most comprehensive civil rights laws in the nation. The Law prohibits discrimination in employment, housing and public accommodations based on race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, or marital status. In addition, the Law affords protection against discrimination in employment based on arrest or conviction record and status as a victim of domestic violence, stalking or sex offenses. In housing, the Law affords additional protections based on lawful occupation and family status. The City Human Rights Law also prohibits retaliation and bias-related harassment.



As the world's second home, no city on earth can match New York's rich ethnic diversity – this City's greatest asset. Wave after wave of immigrants have shaped New York City where over 140 languages are spoken. This City has flourished because of the culture of tolerance and acceptance that characterizes New York. However, when discrimination appears, it threatens the rights and freedom of New Yorkers.

New York City has one of the most comprehensive Human Rights Laws in the nation. The Law protects New Yorkers from discrimination in employment, housing and public accommodations. The Commission on Human Rights is the agency empowered to enforce this Law and provide protection to the most vulnerable portions of our population.

I want to commend Commissioner/Chair Patricia L. Gatling, a career prosecutor from Brooklyn, and her staff for revitalizing the Commission and strengthening its services. Under her direction, the Commission is vigorously enforcing the Human Rights Law. They have also built an effective community relations arm that offers educational and intervention programs which help develop mutual understanding and respect among our City's many communities.

A handwritten signature in black ink that reads "Michael R. Rosenberg".





In the first year of Mayor Bloomberg's administration, the Commission far exceeded expectations by successfully accomplishing its primary goals. We eliminated a 5,000 case backlog by thoroughly reviewing, investigating and reaching a just resolution for every case. And, we restructured our community relations offices and programs while integrating them with the work of our legal staff. These major achievements allowed the Commission to focus on enhancing services to the community in 2003. Our Law Enforcement and Community Relations Bureaus work together, each complementing the other.

During 2003, the Commission's Law Enforcement Bureau increased its proactive investigations in the areas of housing and public accommodations to uncover violations of the NYC Human Rights Law. In the area of employment discrimination, the Commission began

an analysis in late 2003 to assess the number of minorities in the advertising industry, especially in managerial positions. The Commission will weigh the merits of a larger investigation in 2004 based upon the results of informational subpoenas.

The Law Enforcement Bureau has negotiated over 150 modifications for individuals with disabilities and obtained over 1 million dollars for victims of discrimination in 2003.

The Commission increased its focus on early case assessment, allowing us to build the strongest possible case by identifying witnesses and securing documentary evidence at the outset. This approach enables the Commission to settle a higher proportion of cases at an increased dollar value. In 2003, early evaluation allowed us to intervene and obtain benefits for complainants on over

200 cases prior to the filing of a complaint, avoiding lengthy litigation.

Our "One-Year Policy" for resolving new cases, instituted in the Commission's first year, is a linchpin to ensuring that the Commission will continue to operate efficiently and will never find itself with an immobilizing backlog again.

The Commission opened its first permanent Community Service Center in Staten Island in September. We now have a field office in each borough offering the Commission's many programs and services. Staten Island also joins our Manhattan office in having an attorney on site to handle the intake and investigation of complaints. This pilot program increases the Commission's services to the community.

As part of the Commission's community education efforts, the Community Relations Bureau continued the Immigrant Employment Rights Program, informing immigrant employees and employers about their protections and obligations they have under the NYC Human Rights Law. The Community Relations Bureau has also developed the Peer Mediation Program to train middle and high school students to help resolve conflicts that arise in their schools. We have also expanded Project Equal Access and Pre-Purchase and Mortgage Counseling Services.

The Commission is collaborating with Princeton and Northwestern Universities

to study employment discrimination faced by the formerly incarcerated. This important study will also include the variables of race and education on employment opportunities and identify industries and employers who hire the formerly incarcerated.

Since becoming Commissioner, I have seen how the NYC Human Rights Law can work for New Yorkers. The Law ensures equal rights for all the people of our City whether it is the disabled veteran who can now leave his apartment because a ramp has been installed outside his building, the minority couple who was able to purchase their dream home after a real estate broker refused to show it to them, or the reinstatement of a pregnant woman's job after she was illegally fired.

I have also learned that to use the Law, you have to **know** about the Law. We will continue to increase community awareness of the Commission's programs and the many protections this vibrant law offers.

*Patricia L. Hatling*



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## INTRODUCTION

The New York City Human Rights Law is one of the most comprehensive civil rights laws in the nation. The Law prohibits discrimination in employment, housing and public accommodations based on race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, and marital status. In addition, the Law affords protection against discrimination in employment based on arrest or conviction record and status as a victim of domestic violence, stalking or sex offenses. In housing, the Law affords additional protection based on lawful occupation and family status. The NYC Human Rights Law also prohibits retaliation and bias-related harassment.

The NYC Human Rights Law was amended in December 2003 to add two new protected classes in employment: victims of sex offenses and victims of stalking. The new amendment also requires employers to provide reasonable accommodations to the employee victims of domestic violence, sex offenses or stalking. The Law requires that an employer must demonstrate that a victim's requested accommodation is unduly burdensome.

The New York City Commission on Human Rights is charged with the enforcement of Title 8 of the Administrative Code of the City of New York, educating the public about the Law, and encouraging positive community relations. The Commission is divided into two bureaus – Law Enforcement and Community Relations. The Law Enforcement Bureau handles the intake, investigation, mediation and prosecution of complaints alleging violations of the Law. The Community Relations Bureau helps cultivate understanding and respect among the City's many diverse communities through its borough-based Community Service Centers and its numerous educational and outreach programs.



## LAW ENFORCEMENT BUREAU

The Commission's Law Enforcement Bureau (LEB) enforces the NYC Human Rights Law. LEB is responsible for the intake, investigation, mediation and prosecution of complaints alleging violations of the Law.

By early 2003, the Commission successfully eliminated a backlog of nearly 5,000 cases by thoroughly reviewing the merits of each case. The number of cases resolved for 2003 totaled 1,381, leaving the Commission with a case-load of over 500 cases. The majority of cases in the Commission's inventory are now less than one year old as compared to 2002 when 80% of the Commission's cases were older than one year.

In 2003, the Commission filed 383 new complaints. These new complaints were in addition to the 210 cases that were quickly resolved through pre-complaint intervention. An example of one such intervention involved a senior citizen employed by a maintenance company, who was illegally terminated and replaced by a younger worker. As a result of a successful intervention, the man was rehired the following day. The Commission also worked with the maintenance company to formulate an anti-discrimination policy. If a complaint had been filed, the complainant would have been out of work for months. Such interventions bring complainants a just resolution, while avoiding what could be lengthy litigation.

The Commission's increased focus on early complaint investigation begins with a thorough intake interview and identification of the legal issues. Comprehensive case assessment at the earliest stage of the case, when the facts are freshest, provides a greater ability to gather evidence and identify witnesses. This new approach is directly responsible for the higher proportion of settlements and probable cause findings this year.

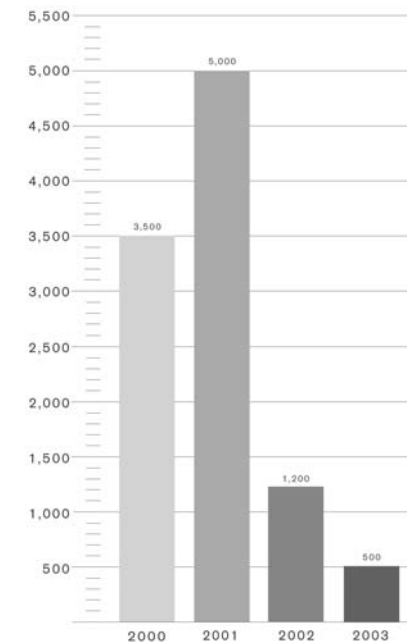
LEB also focused on resolving the Commission's oldest cases. The age of these cases and the difficulty in locating important documents and witnesses make them very difficult to resolve. The Commission makes every effort to investigate and resolve these old complaints. The Commission obtained in excess of \$228,000 for complainants who had cases pending at the agency for more than 10 years.

Prior to the beginning of the new administration, over 1,500 cases were seven years or older. That number dropped dramatically to 255 by the end of 2002 and declined again to 44 cases by the end of 2003. The number of cases older than seven years dropped to 39 at the time of this report.

### PENDING CASES

As the Pending Cases graph indicates, the Commission had more than seven times the number of pending cases before the start of the new administration, as compared to the end of 2003.

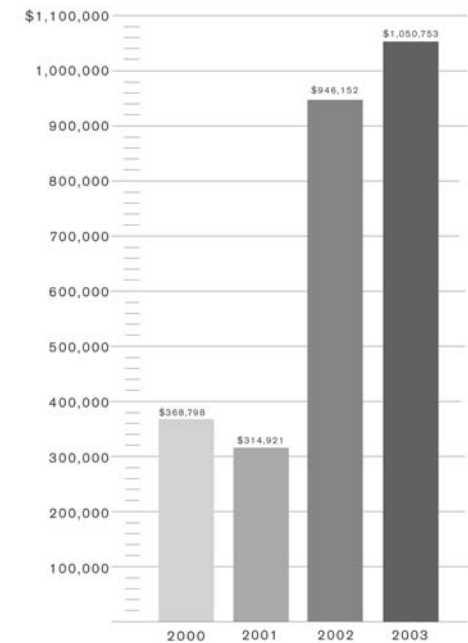
PENDING CASES



### SETTLEMENTS

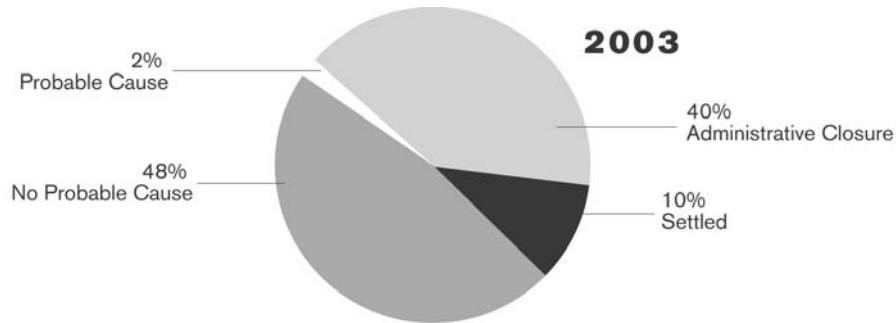
The Commission has the authority to obtain cash settlements for those aggrieved by violations of the NYC Human Rights Law. In 2003, the dollar value of those settlements totaled \$1,050,753 for an average cash settlement of \$14,197. Other settlements and provisions successfully negotiated by the Commission include reinstatements, policy changes and modifications for accessibility.

SETTLEMENTS

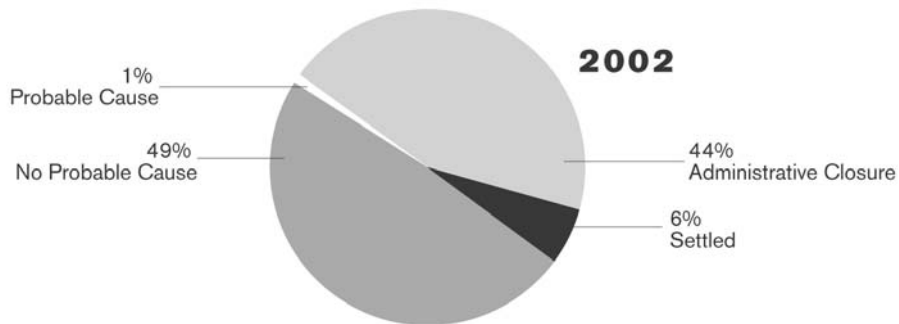


DETERMINATIONS AND RESOLUTIONS

The 2003 Determinations and Resolutions chart illustrates that Probable Cause findings increased 100% and the number of cases settled increased nearly 70%.



DETERMINATIONS AND RESOLUTIONS



EQUAL ACCESS

The Commission's Equal Access Program continues to provide disability access assistance to senior citizens and the disabled community. Many of New York's buildings, stores and other public accommodations are not accessible to people with disabilities. The program assists the disabled by identifying architectural and financial resources, advocating for the disabled when dealing with landlords and/or service providers, and assisting with legal actions if intervention fails. Community Relations Bureau members received training in conducting investigations at sites requiring disability access and coordinate their efforts with the Law Enforcement Bureau.

As a result of the Commission's aggressive efforts in 2003, 152 modifications were made for individuals with disabilities, more than double the amount in 2002. These modifications included the installation of ramps and lifts in apartment buildings, restaurants, stores and

other public accommodations. The modifications also included the removal of cart corrals in front of grocery and department stores. These corrals prohibited individuals with disabilities from entering and exiting these locations.

TRAINING INSTITUTE

The Commission provides training in all areas of the NYC Human Rights Law to advocacy groups, employers, housing and public accommodation providers, government agencies, and community and student groups. Some of the organizations that the Commission has provided training for include: an area hospital, an advocacy group, and a large real estate firm.

LEB STAFF

The Law Enforcement Bureau consists of 16 attorneys, 19 Human Rights Specialists, including two retired NYPD officers, and 11 support staff members.

PROCESSING THE COMPLAINT

INTAKE	An investigator or attorney conducts the interview and tries to intervene and resolve the issue before generating a complaint.
COMPLAINT IS FILED	Office of Docketing files and serves the complaint; parties are invited to mediate.
INVESTIGATION	Investigator or attorney interviews witnesses, reviews documents.
DETERMINATION	Probable cause: assignment to an attorney for prosecution. No probable cause: case is dismissed, complainant may appeal to the Commissioner.
THE HEARING PROCESS	Administrative Law Judge holds a pre-trial conference. If case does not settle, Administrative Law Judge conducts a hearing and issues a Report and Recommendation.
FINAL DECISION AND ORDER	The Commission issues a Final Decision and Order. If no liability found: case dismissed. If liability found: relief ordered.



## COMMUNITY RELATIONS BUREAU

The Commission is also charged with encouraging understanding and respect among New York City's many communities. To address this mission, the Community Relations Bureau (CRB) provides services through the Commission's five borough-based Community Service Centers.

The various services of the Community Relations Bureau's field operation compose its Neighborhood Human Rights Program (NHRP). NHRP works on a local level with block, tenant, religious, educational, merchant and community groups to improve and stabilize communities, educate them about the protections they have under the NYC Human Rights Law, and connect them to the Commission's law enforcement functions.

During 2003, the Commission increased its services to the public after successfully restructuring its entire field operation. This included the consolidation of field offices, opening a new permanent field office in Staten Island, and expanding CRB's major programs.

Each field office, or Community Service Center, offers the Commission's many services and programs including: Immigrant Employment Rights training; Equal Access (disability access) investigation and intervention; School-Based Education which offers three separate curricula (NYC Human Rights Law, Sexual Harassment, and Conflict

Resolution); Peer Mediation training in high schools; and Mortgage Foreclosure and Pre-Purchase Counseling to avert predatory lending practices. A dedicated team of Human Rights Specialists staffs each borough office.

**IMMIGRANT EMPLOYMENT RIGHTS**  
The Commission, along with its partner - the New York Immigration Coalition - conducted 133 workshops during 2003 to inform immigrants, employers and immigrant advocacy organizations about their rights and obligations under Federal and City Laws. The United States Department of Justice, Civil Rights Division Office of Special Counsel for Immigrant Related Unfair Employment Practices, awarded the Commission an additional \$70,800 grant to continue the program, bringing the two-year total to over \$140,000.

The informal discussions, literature and PowerPoint presentations educate immigrant workers, employers, employee associations and business associations about discrimination in employment based on national origin, citizenship status or alienage. The citywide presentations are conducted in English, Spanish, Chinese, Creole, and Russian.

Two of the larger immigration workshops - one for advocacy groups and the other for employers - received widespread media coverage as part of an ongoing campaign to educate the public about the discrimination that

immigrants face in the workplace. These workshops included speakers from the U.S. Department of Justice, the New York State Attorney General's Office and the Commission.

**EQUAL ACCESS**  
The Commission was one of 55 awardees nationwide to receive a grant from the Christopher and Dana Reeve Paralysis Resource Foundation. The \$24,501 grant is being used to expand the Commission's Equal Access Program. In conjunction with LEB, CRB staff members regularly conduct investigations and provide pre-complaint intervention when individuals experience accessibility problems. As a result, the Commission has successfully negotiated 152 modifications during 2003. These modifications include ramps and lifts to stores, restaurants, offices, and apartment buildings, grab bars in restrooms, parking spaces, and permitting the presence of guide dogs in public accommodations. The program also provides NYC Human Rights Law workshops for senior citizens and the disabled community.

**SCHOOL-BASED EDUCATION**  
The program includes three basic curricula for students in grades 6-12: the NYC Human Rights Law, Sexual Harassment, and Conflict Resolution. Last year, CRB staff conducted 255 sessions in 24 schools citywide, reaching nearly 7,500 students.

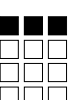
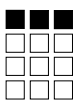
**PEER MEDIATION TRAINING**  
The program prepares middle and high school students to be capable young leaders and negotiate non-violent resolutions for situations among their peers that create conflict within their schools.

A \$52,000 impact grant from the J.P. Morgan Chase Foundation is helping the Commission expand the program.

**MORTGAGE AND PRE-PURCHASE COUNSELING**  
CRB staff counseled over 1,000 homeowners and potential homeowners on ways to avoid predatory lending practices and retain their homes. These lending practices include excessively high fees and commissions, misrepresentation of the mortgage's terms and conditions, high interest rates, repeated financing of loans, balloon payments and the financing of high-cost credit insurance. The program also identifies predatory lending practices and the discrimination often associated with them.

The Commission's proposal was selected in 2002 by the New York University Wagner School of Public Service's Capstone Program to explore the extent of discriminatory practice and fair housing violations in home lending. For nine months, a team of NYU Capstone graduate students and CRB staff members assessed the impact of discrimination within the sub-prime lending market and identified NYC neighborhoods significantly affected. Those communities are: Jamaica/Hollis; Williamsbridge/Baychester; Bedford-Stuyvesant; and East New York/Starrett City. The findings reinforced other studies documenting race as the most common factor used in the solicitation and targeting practices of predatory lenders.

The Commission is using the Capstone findings to focus and upgrade our mortgage counseling services.





CRB STAFF

The Community Relations Bureau consists of 36 Human Rights Specialists assigned to the Commission's Community Service Centers. In addition, CRB has seven support staff members.

COMMUNITY PROGRAMS

<b>IMMIGRANT EMPLOYMENT RIGHTS</b>	Presentations and materials on employment protection for immigrants (City law and Federal law) in cooperation with NY Immigration Coalition for: 1) immigrant workers; 2) employers; 3) immigrant advocacy organizations.
<b>MORTGAGE FORECLOSURE &amp; PRE-PURCHASE COUNSELING</b>	HUD-referred counseling for individuals facing the loss of their homes that includes: 1) reviewing in person their financial and mortgage status; 2) writing letters to creditors or banks to negotiate payment; 3) exploring alternatives to foreclosure with individuals and lending institutions; 4) referring cases of suspected predatory lending; 5) distributing literature and participating in housing coalitions; 6) community presentations on predatory lending and foreclosure prevention.
<b>EQUAL ACCESS</b>	The Program provides: 1) investigation of individual inquiries (interviews, space assessment, code assessment, analyze possibilities of code compliance, discussion of the law); 2) intervention, i.e. negotiation and education with owners (calls, letters, visits); 3) group presentations to consumers, business people, social service agencies, hospitals re: disability rights; 4) drafting complaints and follow-up investigations.
<b>SCHOOL-BASED EDUCATION</b>	Present three basic curricula, the "NYC Human Rights Law," "Sexual Harassment," and "Resolving Conflicts": 1) to school classes (grades 6-12); 2) to community groups.
<b>PEER MEDIATION &amp; DISPUTE RESOLUTION</b>	The Mediation Program: 1) responds to requests to mediate bias and other community disputes; 2) sets up peer mediation groups in schools (grades 6-12); 3) delivers conflict resolution training to community groups as well as not-for-profit and school personnel.

**2003 BUDGET**

The Commission's funding comes primarily from City tax-levy monies and the Federal Community Development Block Grant [HUD]. Contracts with the Equal Employment Opportunity Commission (EEOC), the Ryan White CARE Act, the U.S. Department of Justice, Civil Rights Division, the Christopher and Dana Reeve Paralysis Resource Foundation, the State Archives and Records Administration (SARA), and New York Community Trust provided additional funding. Although the Commission received additional funding in 2003 through grants, it was subjected to a City budget-balancing 12% reduction in tax-levy monies.

<b>COMMISSION BUDGET</b>	
Final City Tax-Levy Budget	\$ 3,359,238
Federal Community Development Block Grant	\$ 4,105,639
<b>TOTAL</b>	<b>\$ 7,464,877</b>
<b>ADDITIONAL PROGRAM GRANT FUNDING</b>	
EEOC Contract (Workshare agreement)	\$ 259,375
Ryan White CARE Act (Funds to be eliminated in 2004)	\$ 229,622
U.S. Department of Justice, Civil Rights Division	\$ 70,800
Christopher and Dana Reeve Paralysis Resource Foundation	\$ 24,501
SARA	\$ 17,131
NY Community Trust	\$ 7,500
<b>TOTAL</b>	<b>\$ 608,929</b>



The Commission's accomplishments have been highlighted in both New York's print and electronic media.

# Muslims get aid in bias fight

By SONDRA WOLFER  
DAILY NEWS STAFF WRITER

Muslims in the Bronx got instructions on how to look out for their rights last night at a forum sponsored by the city's Commission on Human Rights.

The Muslim community was organized in response to a recent survey that found Muslim New Yorkers

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# 亞裔受歧視 多不投訴

本報記者林書音紐約報導

紐約市亞裔社區中心最近向亞裔居民提供有關如何投訴歧視的講座。但講座前亞裔居民對投訴歧視的興趣似乎不高。據悉，講座吸引了約一百名亞裔居民參加。講座中，社區中心負責人向居民介紹了如何投訴歧視，並解答了居民的疑問。

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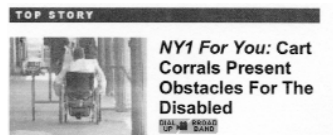
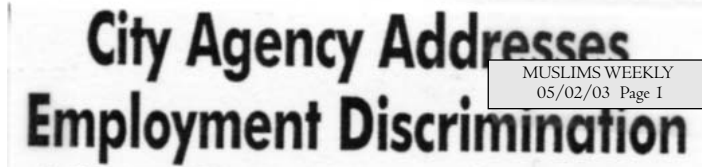
# Arabs felt targeted after 9/11

By MICHAEL SAUL and MAGGIE HABERMAN  
DAILY NEWS CITY HUNTER BUREAU

The quality of life for hundreds of the city's Muslims and Arabs changed after the Sept. 11, 2001, terrorist attacks, with many reporting incidents of bias, a new report says.

The survey reveals that Muslims and Arabs feel that discrimination against them has increased since Sept. 11, 2001, which was covered by the city's Commission on Human Rights and released Thursday.

DAILY NEWS  
10/20/03  
Metro Page



There's no e Moakley, a f NY I 9/18/03 y hot. "The gate w get the key," Moakley said. "So she had to go inside and get the key and unlock the gate."

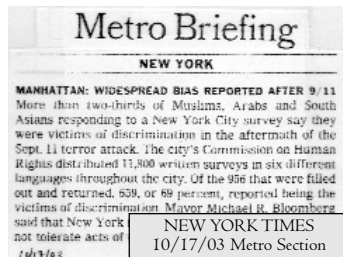
# Ignorancia de leyes Inmigración genera casos discriminación

ENRIQUE SORIA  
Manhattan

El total desconocimiento de las leyes migratorias de parte de empleadores y empleados provoca que los primeros discriminen a los segundos, pero también las autoridades de Inmigración complican la situación con retrasos burocráticos en el procesamiento de documentos que les permitan trabajar en el país.

Juan Fernández, de la Comisión de Derechos Humanos de la ciudad de Nueva York, dijo ayer que los casos más destacados de discriminación en el campo laboral tienen que ver con el hecho de que los empresarios exigen más de la cuenta a los solicitantes de trabajo, y que esa discriminación se basa en la nacionalidad del solicitante.

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# GOVERNMENT ALERT

# CRACKING DOWN ON DISCRIMINATION

The city Commission on Human Rights is launching a campaign to uncover discriminatory practices by residential real estate brokers in neighborhoods with heavy concentrations of a single ethnicity. The investigations are headed by retired New York City police officers hired by Commissioner Patricia Gatling to work undercover.

The commission's first community-based Web site, www.ccrnyc.org, its brokers allegedly told black investi-

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## DISCRIMINATION REPORT

The Commission released a report, DISCRIMINATION AGAINST MUSLIMS, ARABS AND SOUTH ASIANS IN NEW YORK CITY SINCE 9/11, revealing that Muslims, Arabs and South Asians believed that discrimination against their communities intensified after the attacks on the World Trade Center. The report documented 1,224 perceived incidents of discrimination in the areas covered by the NYC Human Rights Law: employment, housing, public accommodations, and bias-related harassment. The survey was translated into Arabic, Hindi, Punjabi, Bengali, and Urdu.

The survey revealed:

- 69% of the respondents believed that they were victims of one or more incidents of discrimination or bias-related harassment.
- 31% of the respondents believed that they did not experience discrimination following the attacks on the World Trade Center.
- 79% of the respondents indicated that their lives had been negatively affected by the events of 9/11.

The Commission's survey and report were supported in part by a \$7,500 grant from the New York Community Trust. Agencies assisting the Commission were: the Mayor's Office of Immigrant Affairs, The Arab-American Family Support Center, Chhaya, Community Development Corporation, The Council of Pakistan Organization, South Asian Youth Action!, South Asian Council for Social Services, and The Coney Island Avenue Project. The full report and the Commission's recommendations can be viewed on its website.

## MUSLIM COMMUNITY FORUMS

As a result of the findings and community involvement in conducting the survey, the Commission held two large forums in 2003. The Commission will coordinate an additional six forums in 2004, focusing on developing civic involvement and accessing City services.

## COMMISSIONERS

The Human Rights Commissioners are appointed by the Mayor to serve in a non-salaried position assisting the Commissioner and Chair, Patricia L. Gatling, in addressing issues of discrimination.

Reverend Dr. Calvin O. Butts III, Pastor of the Abyssinian Baptist Church, one of the founders of the Abyssinian Development Corporation and President of the State University of New York College at Old Westbury.

Matt Foreman, Esq., Executive Director of National Lesbian and Gay Task Force, an organization formed to fight discrimination based on sexual orientation.

Dr. Edison O. Jackson, President of Medgar Evers College in Brooklyn.

Rabbi Haskel Lookstein, Rabbi of Congregation Kehilath Jeshurun and Principal of the Ramaz School.

Grace Lyu-Volckhausen, President of the Tiger Baron Foundation and Senior Advisor to City Council Member John Liu.

William Malpica, Esq., Mayer, Brown, Rowe & Maw, specializing in corporate and securities law.

Omar T. Mohammedi, Esq., Private attorney specializing in employment discrimination and corporate and real estate transactions.

Derek Bryson Park, Ph.D., Managing Director of Cohane Rafferty/Lehman Brothers Inc., and member of the Federal Home Loan Bank Board.

Bryan Pu-Folkes, Esq., Director of the New York Lawyers for the Public Interest's Private Bar Involvement Programs and Founder and President of New Immigrant Community Empowerment.

Lisa Quiroz, Founding publisher of "PEOPLE en Español" magazine.

Jenny Rivera, Esq., Professor of Law at the CUNY School of Law and lecturer at the New York County Lawyers Association Continuing Legal Education Institute.

Susan R. Scheer, Director of Disability Services, Columbia University.

Marta B. Varela, Esq., Former Commissioner/Chair of the Human Rights Commission; currently Adjunct Professor at Hunter College, Political Science Department.

## EXECUTIVE STAFF

**Patricia L. Gatling**  
Commissioner/Chair

**Cliff Mulqueen**  
Deputy Commissioner/General Counsel

**Avery Mehlman**  
Deputy Commissioner for Law Enforcement

**Lee Hudson**  
Deputy Commissioner for Community Relations

**Betsy Herzog**  
Director of Public Information



## OFFICE LOCATIONS

### MAIN OFFICE - dial 311 or

Tel: (212) 306-7500

Fax: (212) 306-7648

NY Relay Services:

(800) 421-1220 English

(877) 662-4886 Spanish

[www.nyc.gov/cchr](http://www.nyc.gov/cchr)

### COMMUNITY SERVICE CENTERS

#### Manhattan

40 Rector Street, 10th Floor

New York, NY 10006

(212) 306-5070

#### Brooklyn

275 Livingston Street, 2nd Floor

Brooklyn, NY 11217

(718) 722-3130

#### Bronx

1932 Arthur Avenue, Room 203A

Bronx, NY 10457

(718) 579-6900

#### Queens

136-56 39th Avenue, Room 305

Flushing, NY 11354

(718) 886-6162

#### Staten Island

60 Bay Street

Staten Island, NY 10301

(718) 390-8506

## PUBLICATIONS

NYC HUMAN RIGHTS LAW

HANDBOOK

(English/Spanish, English/Mandarin)

(English/Korean, English/Russian -  
forthcoming)

Immigrant Employment Rights Info Card

(English/Spanish)

Gender Identity Info Card

Sexual Harassment Info Card

Commission Office Location Info Card

Mediation Brochure

DISCRIMINATION AGAINST MUSLIMS,

ARABS AND SOUTH ASIANS

IN NEW YORK CITY SINCE 9/11

(survey report)

MAKING IT HAPPEN & STAYING HOME:

SERVICES FOR YOU

(English/Spanish pocket guide for  
prisoners and the formerly incarcerated)



# AGENCY ORGANIZATIONAL CHART

## NEW YORK CITY COMMISSION ON HUMAN RIGHTS

