

# 2005 ANNUAL REPORT



MICHAEL R. BLOOMBERG, MAYOR  
NEW YORK CITY COMMISSION ON HUMAN RIGHTS  
PATRICIA L. GATLING, COMMISSIONER/CHAIR

NEW YORK CITY

COMMISSION ON  
HUMAN RIGHTS

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, marital status,  
and partnership 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.





OVER the past four years, I have spoken with New Yorkers and visitors who practice every religion, speak every language, and come from everywhere on Earth -- each with their own hopes and dreams. It is this kind of diversity, along with a strong culture of acceptance, that gives this City incredible strength.

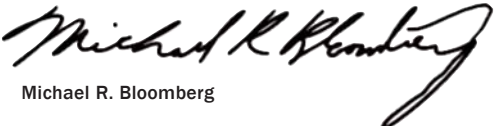
However, when prejudice appears and our unity is threatened, we must act quickly.

This City's Commission on Human Rights enforces one of the most comprehensive civil rights laws in the nation. At the beginning of my first term, I appointed Patricia L. Gatling, a tough career prosecutor from Brooklyn, to protect and advance the civil rights of all those who live in,

work in, and visit this City and teach them about their rights and responsibilities. Commissioner Gatling and her team have accomplished that -- and more.

The Commission's successful track record in investigating, prosecuting and resolving discrimination complaints, rooting out systemic violations of the law, and providing educational programs is illustrated in this 2005 Annual Report.

I want to commend them for their hard work and for helping to maintain our unity. Staying united -- we will make this City even stronger.

  
Michael R. Bloomberg



THE Commission marked its 50th anniversary as an official City agency in 2005. Since 1955, the Commission has promoted and protected the civil rights of all those who live in, work in, and visit this City and has brought this City's diverse communities together, encouraging positive relations.

As part of the 50th year celebration, the Commission held a public conference titled *Race At Work: Realities of Race and Criminal Record in the NYC Job Market* at the Schomburg Center for Research in Black Culture in Harlem. The location was appropriate since the Commission was born out of race riots in Harlem in 1935 and 1943.

The featured speaker at the conference was Congresswoman Eleanor Holmes Norton -- a

renowned civil rights and feminist leader and former Commissioner/Chair of the Commission from 1970-1977. Other speakers included: Ellis Cose, author, columnist, and contributing editor for *Newsweek*; Professors Devah Pager and Bruce Western from Princeton University; Glenn Martin, co-director of the Legal Action Center's National HIRE Network; Reverend C. Vernon Mason, CEO of Uth Turn; and Dr. Edison O. Jackson, President of Medgar Evers College and a NYC Human Rights Commissioner.

The panel discussed a study conducted by Drs. Pager and Western of Princeton University, with assistance from the Commission, that examined the City's low wage job market, the

effects of race on those opportunities, and how a criminal conviction disparately affects minority applicants. Using matched pairs of testers applying for the same 1,470 jobs with the same resumes, the study found that a black high school educated male in his 20s, who has never served time in prison, has an equal opportunity for obtaining a job as a similarly situated white applicant just released from prison. The results also indicated that a white applicant without a criminal record was twice as likely to get a job as the black applicant without a record. Hispanics fared slightly better than black applicants. The professors are in the process of interviewing the employers tested to determine their feelings and attitudes toward job applicants, a course that will result in the employers reviewing their hiring practices and making better hiring choices in the future. Additionally, the Commission will use the Princeton data to find innovative ways to assist the formerly incarcerated in re-entering and becoming productive members of society.

Also as part of this anniversary year, the Commission produced a CD-ROM of 100 selected major reports, speeches, surveys, documents, testimony from public hearings, and policy papers since its earliest days in 1934 as a voluntary Mayoral committee. The CD-ROM, *Discrimination and Race Relations: Selected Reports From the NYC Commission on Human Rights (1935-2005)*, includes over 6,000 pages of documents, some that had never been released. They reflect various aspects of the Commission's work to address discrimination and race relations in New York City through its Law Enforcement and Community Relations Bureaus, and offer an extraordinary view into the struggles of many communities for equal rights and opportunities.

Continuing our focus on education, the Commission worked with a group of high school students from each borough to produce short digital videos that examined the NYC Human Rights

Law, the destructive effects of prejudice and discrimination, and movements for social justice that shaped the City's social and political culture. Additionally, we are in our third year of training high school students to become peer mediators. This program provides students with a way to address and resolve their disputes without violence.

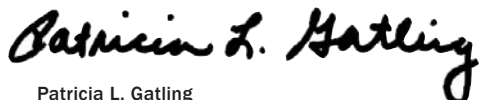
We also reached millions of New Yorkers and visitors who viewed our *One City* poster campaign throughout the City at bus-shelters and phone kiosks with a message of welcome and unity. The posters are similar to our 2005 Annual Report cover and will again be displayed periodically throughout 2006.

Those are just a few of our 2005 highlights.

Over the past year, the Commission has continued to assist many individuals with issues of discrimination. Often with just one phone call, we were able to resolve a situation quickly and bring immediate relief to a complainant. Such pre-complaint interventions assure a speedy resolution without the need to file a complaint and thus avoiding lengthy litigation.

Today, approximately 90% of the Commission's caseload is less than one year old. When we arrived here at the beginning of Mayor Bloomberg's administration in 2002, only 14% of the total cases were under a year old.

Our rich diversity and spirit of unity is what makes this City so great, and we continue to thrive because of New York City's long-standing history of tolerance and inclusion. We are proud of our accomplishments here at the Commission but also know that our work is far from complete. I am grateful to Mayor Bloomberg for this opportunity to help make New York City the greatest City in the world.



Patricia L. Gatling



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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, marital status and partnership 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 and sex offenses. In housing, the Law affords additional protection based on lawful occupation and family status. The City Human Rights Law also prohibits retaliation and bias-related harassment.

The New York City Commission on Human Rights is charged with the enforcement of the Human Rights Law, Title 8 of the Administrative Code of the City of New York, and with educating the public and encouraging positive community relations. The Commission is divided into two major bureaus -- Law Enforcement and Community Relations. The Law Enforcement Bureau is responsible for the intake, investigation, 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 numerous educational and outreach programs.



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## LAW ENFORCEMENT BUREAU

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

The number of new cases the Commission filed in 2005 was 381, bringing the total caseload to approximately 600. In addition, the Commission successfully resolved 159 allegations of discrimination through pre-complaint intervention. Pre-complaint intervention assures a speedy resolution without the necessity of filing a complaint, avoiding costly and lengthy litigation.

An example of a pre-complaint intervention involved a disabled visitor who was charged a higher room rate at an upscale hotel because he requested a walk-in shower. Once the Commission was made aware of his situation, LEB placed one call to the hotel manager and explained that their policy of penalizing a person because of their disability was discriminatory under the New York City Human Rights Law. The manager immediately changed the hotel policy to accommodate people with disabilities without a rate increase.

LEB also successfully intervened on behalf of an employee who was denied an accommodation based on his religion. Once again, a phone call to the organization resulted in a schedule change for the complainant, allowing him to observe his Sabbath. In another employment pre-complaint intervention case, LEB was able to effect an immediate reinstatement for a woman who was terminated from her job just before she returned from maternity leave.

In addition to the 159 allegations resolved through pre-complaint intervention, the

Commission resolved 480 filed cases in 2005. The Commission's two-pronged approach of an intensive initial interview of the complainant with an immediate investigation of the facts alleged provides investigators with a greater ability to gather evidence, identify witnesses, and build the strongest case. This successful approach is responsible for a significant increase in Probable Cause findings and Settlements.

Currently, approximately 90% of the Commission's caseload is under one year old as compared to 14% at the beginning of this administration. At the start of 2002, there were 1,500 cases at the Commission that 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. At the end of 2005, there were no cases that were seven years or older. The overall reduction in cases since 2002 has given investigators the ability to focus on current cases and not be burdened with overwhelming caseloads.

### ORDERS

IN 2005, the Commission issued four post-trial Orders. Three of the cases involved disability issues and the fourth was a gender identity discrimination case. Each of these cases was tried before an Administrative Law Judge and culminated with the Commission issuing a Final Decision and Order.

On March 11, 2005, the Commission ordered a private bus line to pay two disabled complainants a total of \$22,000, as well as a \$5,000 fine to the City, because the bus driver refused to assist them off the bus at their stop,

causing them to be trapped for hours while the bus continued on its route.

On March 23, 2005, the Commission ordered the owner of a Manhattan apartment building to install an entrance ramp so that an elderly disabled resident who was an amputee could enter and exit without assistance.

On May 26, 2005, in a similar but more complex accessibility case, the Commission ordered another building owner to ramp the front of his Astoria building for an elderly disabled man.

Finally, on July 26, 2005, the Commission ordered a room listing service to pay \$22,500 in fines and attend sensitivity training classes for refusing to provide services to a transgender individual. This was the Commission's first gender-identity case to go to trial since the signing of the 2002 amendment to the City Human Rights Law forbidding discrimination

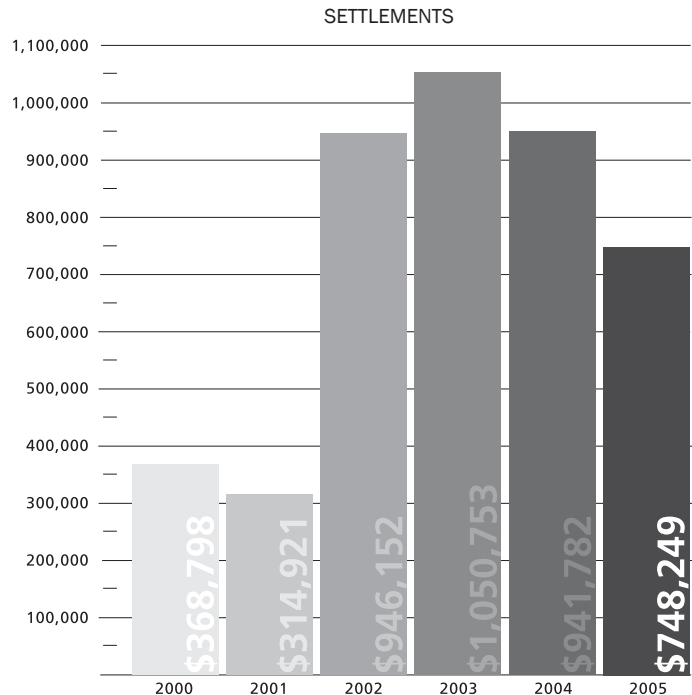
based on gender identity.

## FINES

IN 2005, the Commission assessed fines totaling \$40,000. Of that amount, \$15,000 in fines came from a Commission-initiated complaint through its proactive undercover testing.

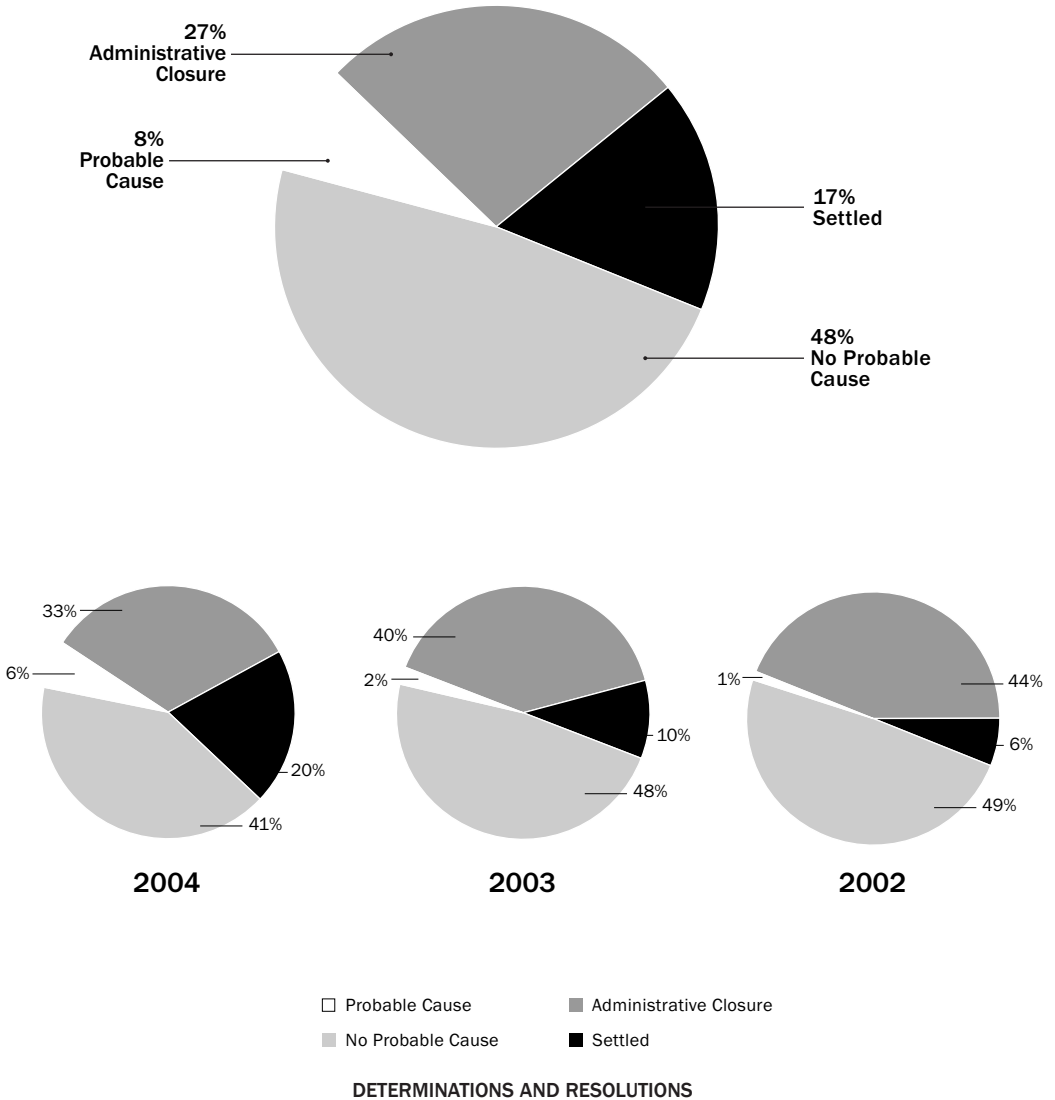
## SETTLEMENTS

THE Commission has the authority to obtain cash settlements for those aggrieved by violations of the Human Rights Law. In 2005, while the total dollar value of settlements decreased to \$748,249, the average cash settlement increased to \$14,400. Additional settlements and provisions successfully negotiated by the Commission included rehiring, policy changes and modifications for accessibility.



### DETERMINATIONS AND RESOLUTIONS

THE 2005 Determinations and Resolutions chart illustrates a steady increase in Probable Cause findings and a decrease in Administrative Closures. Since 2002, Probable Cause determinations have risen 800 percent.



## DISABILITY ACCESS

MANY of New York's buildings, stores and other public accommodations are not accessible to people with disabilities. As a result of its aggressive efforts in 2005, the Commission successfully negotiated 165 modifications for individuals with disabilities, more than double the amount in 2002. Over 100 of these modifications were accomplished through pre-complaint intervention.

Disability Access assists the disabled community by identifying architectural and financial resources that are available, advocating for the disabled when dealing with landlords and/or service providers, and assisting with legal actions if intervention fails. Community Relations staff members, trained in conducting investigations at various sites requiring disability access, have coordinated their efforts with the Law Enforcement Bureau.

One such effort involved filing a Commission-initiated complaint against a large Manhattan housing complex that resulted in an agreement with the installation of 27 interior lobby lifts for accessibility at a cost of approximately one million dollars.

Additional modifications secured through the Commission include: installing permanent and portable ramps; bell and buzzer systems for entry to stores, offices, and apartment buildings; making parking spaces available; and permitting guide dogs in public accommodations.

## LEB STAFF

THE Law Enforcement Bureau consists of 14 attorneys, 10 Human Rights Specialists, including one retired NYPD officer, and 4 support staff members.

## COMPLAINT PROCESS

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 Law charges the Commission 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). The 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 Human Rights Law, and connect them to the Commission's law enforcement functions.

Each field office, or Community Service Center, offers the Commission's many services including: Immigrant Employment Rights training; Equal Access (disability access) investigations, workshops, and interventions; School Program sessions with three separate curricula (NYC Human Rights Law, Sexual Harassment, and Conflict Resolution); Peer Mediation Training in high and middle schools; and Mortgage Counseling and Predatory Loan Prevention to reduce predatory lending practices. A dedicated team of Human Rights Specialists staffs each borough office.

As part of a comprehensive public education campaign, the Commission published its informational booklet in several languages, including English, French, Korean, Mandarin, Russian, and Spanish. The contents of these books appear on the Commission's website: [www.nyc.gov/cchr](http://www.nyc.gov/cchr).

The Commission maintains its aggressive outreach campaign to the public through the programs it provides.

## IMMIGRANT EMPLOYMENT RIGHTS

THE Commission conducted 113 workshops and other outreach events during 2005 to inform immigrant workers, employers and immigrant advocacy organizations about their rights and obligations under Federal and City Laws. The discussions, literature and PowerPoint presentations explain discrimination based on national origin and citizenship or alienage status. The citywide presentations are conducted in English, Spanish, Mandarin, Creole, and Russian.

This program was developed with the New York Immigration Coalition and supported in its first two years by funding from the U.S. Department of Justice's Civil Rights Division Office of Special Counsel for Immigrant Related Unfair Employment Practices.

## EQUAL ACCESS

THE Commission continues to expand its Equal Access Program. In conjunction with LEB, CRB staff regularly conducts investigations and provides pre-complaint intervention when individuals experience accessibility problems. As a result, the Commission has successfully negotiated 165 modifications during 2005, including: installing permanent and portable ramps at building entrances; lifts; curb cuts; bell and buzzer systems for entry to stores,

offices, and apartment buildings; creating accessible restrooms and widening aisles in stores; and unlocking access gates. The program also provides extensive public education to senior citizens, the disabled community and advocates, healthcare and housing providers, and community leaders.

### **SCHOOL PROGRAM**

COMMISSION staff members taught over 10,000 students in grades 6-12 citywide three basic curricula; the Human Rights Law, Sexual Harassment and Conflict Resolution. The Conflict Resolution workshops are the most requested and often lead to the schools' interest in the Commission's Peer Mediation Training Program. CRB staff conducted 379 classes in 49 schools and 14 youth centers citywide during 2005.

Another part of the Commission's School Program is the Peer Mediation Training program. This program prepares middle and high school students to mediate non-violent resolutions for problems among their peers that could escalate. CRB's approach to teaching young students how to be peer mediators is grounded in the principles that underlie the Human Rights Law -- tolerance, human dignity, and respect. The 10-week after-school program also teaches these young students valuable life skills such as patience, persistence, active listening, and problem solving while presenting alternatives to threats and violence.

Approximately 20 students per school participate in the voluntary program. The Commission published *Talk It Over: A Peer Mediator's Guide* for the students in the trainings to assist them with the mediation process.

From 282 citywide participants, 179 mediators graduated from the Peer Mediation Training during the 2004 – 2005 school year.

The Commission expanded the program for the 2005 - 2006 school year increasing the number of schools to 18. In 2005, the JPMorgan Chase Foundation once again awarded the Commission an impact grant to continue its work, bringing the three-year total to \$127,000.

### **MORTGAGE COUNSELING AND PREDATORY LOAN PREVENTION**

CRB staff members track possible discriminatory and predatory lending practices and conduct outreach and counseling services to address the community instability created by these practices. 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. CRB staff provided 264 counseling sessions for 134 homeowners facing foreclosure and also conducted 13 workshops.

The Commission began an aggressive outreach campaign to complement its counseling services. The campaign targets women who comprise nearly 95% of the counseling clients and alerts them to predatory lending practices and the discrimination often associated with those practices. The Commission identified beauty parlors, nail salons, laundromats and other locations frequented by women for distributing written materials that summarize these illegal practices. The information contains helpful resources, including consumer and banking information. The Commission also participates in homeownership seminars and predatory lending workshops in areas prone to this type of discrimination.

**OTHER CRB ACTIVITIES**

- THE Commission also participates in activities to promote fair housing -- equal housing opportunity under the law. These activities include: fair housing training for providers and protected groups; resolution of informal housing complaints, particularly those that are disability-related; investigation of unlawful real estate practices; providing technical assistance to tenants as part of the Citywide Task Force on Housing Court; and active participation in community activities that encourage harmonious intergroup relations and neighborhood stability in areas undergoing ethnic change. In 2005, CRB delivered 126 Fair Housing workshops.
- CRB ended its first test year using its new comprehensive database. The program enables

the Commission to track all CRB's activities more efficiently and comprehensively. The database application was funded by a Planning Grant from the U.S. Department of Housing and Urban Development.

- By year end, CRB staff delivered 49,917 units of service to individuals throughout the five boroughs.

**CRB STAFF**

THE Community Relations Bureau consists of 32 Human Rights Specialists assigned to the Commission's Community Service Centers, and Program staff. In addition, CRB has 5 staff members at its Central office and 4 support staff members.

**COMMUNITY PROGRAMS**

IMMIGRANT EMPLOYMENT RIGHTS	Presentations and materials on employment protection for immigrants (City law and Federal law) for: 1) immigrant workers; 2) employers; 3) immigrant advocacy organizations.
MORTGAGE COUNSELING & PREDATORY LOAN PREVENTION	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.
EQUAL ACCESS	The Program provides: 1) investigation of individual inquiries (interviews, space assessment, code assessment, analyzing 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.
SCHOOL PROGRAM	Present three basic curricula, the "NYC Human Rights Law," "Sexual Harassment," and "Resolving Conflict": 1) to school classes (grades 6-12); 2) to parent groups.
PEER MEDIATION & COMMUNITY MEDIATION	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.



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## COMMISSION IN THE NEWS

THE Commission's Public Information Division worked closely with both the Law Enforcement and Community Relations Bureaus to develop a media strategy that would maximize the number of people the Commission reaches, informing them of the Commission's work and the NYC Human Rights Law. Part of this aggressive anti-discrimination campaign included developing the *One City* public awareness poster campaign displayed at bus shelters and phone kiosks throughout the City. The Commission also focused on reaching the City's diverse communities by working closely with ethnic and community press.

Over the past four years, the Commission appeared more than 400 times in the media, including 85 times during 2005, highlighting its cases, programs and events. The majority of these media appearances prominently featured the Commission. These numbers do not include

each media outlet's online version of the story or the multiple times a story was broadcast. They also do not include marketing estimates of over two million people exposed to our *One City* campaign on a daily basis.

Significant placements in both New York's print and electronic media during 2005 included: The Associated Press, NY 1, WCBS-TV, WNBC-TV, WABC-TV, WWOR-TV, WPIX-TV, HITN-TV, *The New York Times*, *The New York Law Journal*, *NY Daily News*, *NY Newsday*, *NY Post*, *NY Sun*, *Staten Island Advance*, *Christian Science Monitor*, *The Amsterdam News*, *Gay City News*, *The Blade*, *Crain's NY Business*, 1010 WINS Radio, WNYC 820 AM, WWRL 1600 AM, WRKS 98.7 FM, as well as numerous local and ethnic media outlets.

The following two pages provide a small sampling of the Commission's 2005 highlights in the media.

# new york Blade

NEW YORK'S ONLY GAY-OWNED GAY AND LESBIAN NEWSPAPER

WWW.NYBLADE.COM APRIL 22, 2005

## City implements trans rights

By MIKE LAWERS

As a transsexual, Justice Nicholas said she often feels like Nore in the last act of Shakespeare's "A Doll's House." This sense of isolation was only compounded after a security guard in Nicholas demanded that she prove her gender after she walked out of a woman's restroom. "I was born as an insider," Nicholas, 46,

pronoun I used when I walked in." Nicholas, a teacher at the City University of New York, was among more than 60 activists, officials and legal experts at a forum at New York University on Tuesday, April 18, that discussed the implementation of law that amended the city's Human Rights Law to include gender identity and expression as a protected category. The New York City

did not allow them to access public restrooms. The settlements (the first since Local Law 3 took effect) constitute an important success, Silverman said. "Having success in cases like these is pressing some hot buttons."

Matt Freeman, executive director of the National Lesbian & Gay Task Force, described the impact of Local Law 3 as "transformative" and added that other municipalities across



Avery Silverman, left, and Michael Silverman discussed implementation of Local Law 3, which protects the transgendered, at a forum at New York

New York Blade 4/22/05 Page 5

# Study finds clean black man equals white ex-con

BY RICK HARRISON  
DAILY NEWS WRITER

LAW-ABIDING black men fare no better than white ex-cons when it comes to interviewing for jobs in the city, according to a study released yesterday.

In the year-long study, co-sponsored by the city Commission on Human Rights, 13 men went on 3,500 undercover job interviews around the city.

White candidates offering resumes mentioning phony criminal backgrounds got called back 16% of the time — the same rate

NY Daily News 6/17/05 Page 24

## Homebound in wheelchair Landlord balks at ramp



"It's not fair to be cooping me up. Disabled people have rights." EVELYN MARTIN

THREE SHORT STEPS separate the sidewalk from the front door of 736 Riverside Drive, but they might as well be Mount Everest for Evelyn Martin.

The 80-year-old great-grandmother, who uses a wheelchair since her right leg was amputated, is grounded inside the Washington Heights apartment building.

"It's not fair to be cooping me up," said Martin, who if like to go across the street to Riverside Park for some fresh air. "Disabled people have rights."

The city Commission on Human Rights ordered landlord Seth Miller two weeks ago to install a ramp outside the building — but Martin's still

BY LORE CROGHAN  
DAILY NEWS WRITER

legged in court papers that she hadn't signed a removal lease, an rent-stabilized tenancy must do.

But her lawyers at the Human Rights Commission said Martin's rights — where she's lived since 1959 — is first established, so she's not required to sign removal leases.

Administrative Law Judge Kara Miller agreed, calling the eviction

NY Daily News 4/05/05 Page 73



## Follow-Up: Landlord Finally Fixes Broken Elevator In East Harlem Building

DIAL OF DISCORD  
UP: THE BAND

JANUARY 11TH, 2005

In this follow-up report, NY1 For You comes to the rescue of some disabled East Harlem residents stuck in their apartment building. Susan Jhun has the story.

It's a lift that residents at one building in East Harlem are grateful for.

"Everybody's pleased, everybody's happy," says building resident Crystal Simmons.

A few weeks ago, NY1 spoke with disabled residents who were trapped in their apartments because of an elevator which had been broken for four months.

NY1 11/11/05

## Nowojorska czarna historia

KOMISARZ PRAW  
CZŁOWIEKA OBCHODZI  
MIESIĄC  
CZARNEJ HISTORII

W Nowym Jorku trwa miesiąc poświęcony dorobkowi i historii czarnoskórych mieszkańców Ameryki czyli Black History Month. W całym mieście odbywają się uroczystości, koncerty, wystawy, które oddają hołd czarnoskórej Amerykanom i pokazują ich wpływ na historię Stanów Zjednoczonych. W obchody Black History Month włączyły się również władze Nowego Jorku.

We wtorek hołd czarnoskórej społeczności w ramach Black History Month oddała Nowojorska Komisja Praw Człowieka. Na uroczystym poczynku, któremu patronowała przewodnicząca komisji Patricia L. Gatling, obecny był również pastor dr Vernon Mason. Podczas krótkich przemówień oboje podkreślili znaczenie czarnej społeczności dla Nowego Jorku a także rolę samej Komisji Praw Człowieka dla czarnoskórych mieszkańców Wielkiemu. Isabella Kromińska wstąpiła do



Szefowa Nowojorskiej Komisji Praw Człowieka Patricia L. Gatling (na drugim planie) oraz pastor dr Vernon Mason podkreślili na spotkaniu znaczenie zarówno czarnej społeczności w Nowym

Super Express 2/26/05 Page 3

## City Human Rights Commission fights discrimination

By COMMISSIONER  
PATRICIA L. GATLING  
Commissioner and Chair  
Commission on Human Rights

Mayor Bloomberg's unwavering commitment to fighting discrimination throughout this City is evident in the revitalization of this Human Rights Commission. As a career prosecutor

campaign informing New Yorkers that discrimination is against the Law and will not be tolerated.

Since my appointment as Human Rights Commissioner, I have seen how the NYC Human Rights Law can work for New Yorkers. The Law provides protection for all the people of our

Human Rights is here for you.

The New York City Commission on Human Rights investigates and resolves many types of cases daily. Whether they are discrimination complaints that have a wide-reaching impact on an entire community or circumstances only particular to one individual, the Commission

Amsterdam News 4/21/05 Page 27

# Harlem IHOP takes offensive sign down

By **TANANGACHI MFUNI**  
*Special to the AmNews*  
An embattled Harlem International House of Pancakes (IHOP) has been forced to do away with a policy patrons called insulting and racist after facing pressure from the media and government officials.  
The IHOP was forced by the city's Human Rights Commissioner Patricia L. Gatling to

appear to be leaving without paying their bill."  
When contacted by the Amsterdam News, IHOP management had no comment on the policy change.  
"[IHOP] obviously recognized that it was best all round to take down the sign," said Councilman Bill Perkins (D-Harlem), who called IHOP's receipt checks "insulting to a

# Discriminatory Practices By A Brooklyn Jeweler?

• Black Customer Stopped At Door; White Customer Admitted

May 13, 2005 11:00 am US/Eastern  
**NEW YORK (CBS)** As you are about to see, a jewelry storeowner apparently wants white customers only. We sent two CBS2 photographers, one black, one white separately into Anjel Jewelry in Bay Ridge, Brooklyn, wearing hidden cameras.

WCBS-TV 5/12/05

Amsterdam News 5/05/05 Page 11

# NYC Human Rights Commission celebrates 50th anniversary

By **HERB BOYD**  
*Special to the AmNews*  
To mark the 50th anniversary of the NYC Commission on Human Rights, a number of

the importance of diversity, we at the commission are concerned about employment discrimination. Blacks seeking jobs are only one half as likely to get

"We will also present Schomburg Center CD-ROMS of past hearings that date back to 1933," Gatling added. "This is part of expanding our institu-

Amsterdam News 12/08/05 Pages 11, 14

# Landlord Denied Vacatur of Decision Requiring Installation of Ramp for Wheelchair Bound Tenant

**M**ATTER OF T.K. MANAGEMENT INC.—In this special proceeding, petitioners T.K. Management, Inc. (TKM) and K & C Building-35 LLC (K & C) and Tom Kourkoumelis seek a judgment pursuant to Section 8-123 of the Administrative Code of the City of New York, reversing and annulling the amended decision of respondent

mendment dated October 27, 2003, determined that Mr. Orlic was disabled, that the physical configurations of the building posed difficulties for Mr. Orlic entry and exit from the building, but that the accommodations requested would have created



New York Law Journal 11/02/05 Pages 17, 19

# "We must solve our own problems," says Rep. Norton

By **HERB BOYD**  
*Special to the AmNews*  
Rather than receive gifts during its 50th anniversary celebration at the Schomburg Center last week, the New York City Commission on Human Rights presented the Center with a CD-ROM of

including one completed in 1935 following a Harlem riot that was never released.  
"It was not released because Mayor LaGuardia feared that it would precipitate another riot," said Patricia Gatling, the Commission's chair. She promised that the Commission

ing other reports, some in audio form, from the archives in the near future.  
Among the reports on the CD-ROM are a few delivered by then-chair Eleanor Holmes Norton, who was the keynote speaker at Friday's celebration. Many of the concerns she

underground economy" where there is a proliferation of drugs and guns.  
"What the Princeton study has confirmed is what we believed was true all along," Norton continued, "that there is widespread discrimination against the formerly incarcerated

Amsterdam News 12/08/05 Pages 12, 14

## Accommodating Disabilities

**Q** My wife and I are shareholders in a co-op in Queens. We have a parking space in the garage. The co-op has a 30-minute limit on parking in front of the building. I have a New York City parking permit for people with disabilities. I have asked that, from time to time, I be allowed to park my car in front for longer than 30 minutes so that I don't have to negotiate the steps that lead from the garage to the rear entrance of the building. The board has stated that the 30-minute limit is a courtesy, and that it does not have to comply with rules governing access for people with disabilities. Is it correct? — Antonio Marfa, Queens.

rooming houses and owner-occupied one- and two-family homes, the letter writer's co-op must comply.  
"Refusal to make a reasonable accommodation to afford a disabled person with an equal opportunity to use and enjoy a dwelling constitutes a discriminatory act," Mr. Braverman said. So, he said, if the letter writer's disability makes it difficult for him to use the rear entrance, it is likely that the co-op will have to make a reasonable accommodation to provide him with access to the building. That could be done either by providing him with special parking privileges in front or by making access to the rear entrance easier.  
Mr. Braverman noted that if the letter writer believes the co-op is not providing the

## Turning Law Into Action

Panel at NYU discusses obstacles, opportunities of gender rights law

BY WINNIE MCCROY

**A** crowd of about 50 transgender people, advocates and political leaders gathered at New York University's Kimmel Center on April 19 for a panel discussion on the new city guidelines established to implement the 2002 law that protects trans people and other New York City residents from discrimination in housing, employment and public accommodations based on their gender identity and expression.  
Panelists included Pauline Park, co-chair of the New York



Panelists included Pauline Park, co-chair of the New York City Commission on Human Rights, and other advocates.

things we've learned about this legislation is this: laws don't change attitudes. They may punish behaviors, but you know, I still can't get a job at all times in this city, even though that's against the law," said Perkins, an African American who represents Harlem.  
Several speakers and audience members argued that in the past, complaints made to the human rights commission were lost in the shuffle. Mehlman admitted that the commission had been plagued by years of backlogged cases before Mayor Michael Bloomberg took office.

New York Times 4/03/05 Page 9

Gay City News 4/21/05 Page 27

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## OTHER ACCOMPLISHMENTS

### ***RACE AT WORK: REALITIES OF RACE AND CRIMINAL RECORD IN THE NYC JOB MARKET***

The Commission celebrated its 50th Anniversary as an official City agency by holding a conference entitled *Race At Work: Realities of Race and Criminal Record in the NYC Job Market* at the Schomburg Center for Research in Black Culture in Harlem. The event featured a study conducted by two Princeton University professors with assistance from the Commission and the JEHT Foundation on the impact of race, ethnicity and criminal records on securing entry-level positions. A brief preliminary report produced by the Commission summarizing the findings to date revealed the uphill battle young minority men face when seeking a job and how young white men with felony convictions do just as well as, if not better than, young minorities without records. The Commission will use the study to call on employers to review and reform their hiring practices and eliminate discrimination.

### **ONE CITY CAMPAIGN**

As part of an aggressive anti-discrimination campaign, the Commission launched a poster campaign at bus-shelters and phone kiosks throughout the City. Over two million New Yorkers and visitors viewed the *One City* campaign on a daily basis. Featured on this report cover, the poster sends a message of welcome and unity and informs viewers on how to file a discrimination complaint. The campaign will run again periodically throughout 2006 when the number of posters is expected to double. NYC Marketing assisted in making the campaign possible.

### **STUDENT VIDEO PROJECT – NYC AND THE STRUGGLE FOR CIVIL RIGHTS**

The Commission partnered with selected students from the New School for Arts and Sciences in the Bronx, Brooklyn International High School, Washington Irving High School in Manhattan, Thomas Alva Edison High School in Queens, and Michael J. Petrides Educational Complex in Staten Island to produce short digital videos that commemorated the Commission's 50th Anniversary. Through their projects, students examined the destructive effects of prejudice and discrimination, the evolution of the NYC Human Rights Law, and movements for social justice that shaped -- and continue to shape -- the City's social and political culture. These include the post-World War II civil rights struggles that resulted in protections and greater opportunities for people without regard to their race, color, national origin, alienage and citizenship status, disability, sexual orientation, or gender. A \$3,000 grant from the Tiger Baron Foundation made this project possible.

**50TH ANNIVERSARY CD – *DISCRIMINATION AND RACE RELATIONS: SELECTED REPORTS***

As part of another 50th Anniversary project, the Commission produced a CD-ROM of 100 selected major reports, speeches, surveys, documents, testimony from public hearings, and policy papers since its earliest days in 1934 as a voluntary Mayoral committee. These reports total over 6,000 pages of documents, some previously unreleased. They offer an extraordinary view into the struggles of many communities for equal rights and opportunities and reflect various aspects of the Commission's work to address discrimination and race relations in New York City.

**FAIR HOUSING POSTERS TRANSLATED INTO SPANISH**

The Commission translated its fair housing posters into Spanish and distributed them to realtors, housing providers and local government offices. The Commission now typically requires the English and Spanish fair housing posters be displayed in offices as part of settlements in housing discrimination cases.

## BUDGET

THE Commission's funding comes primarily from City tax-levy monies and the Federal Community Development Block Grant administered by the U.S. Department of Housing and Urban Development (HUD). A contract with the Equal Employment Opportunity Commission and grants from the U.S. Department of Housing and Urban Development, the JPMorgan Chase Foundation, and the Tiger Baron Foundation provided additional funding.

City Tax-Levy	\$2,513,307
Federal Community Development Block Grant	\$4,269,053
<b>TOTAL</b>	<b>\$6,782,360</b>

<b>Additional Program Grant Funding</b>	
EEOC Contract (Workshare agreement)	\$85,000*
Alternative Funding Sources	\$112,319*
<b>TOTAL</b>	<b>\$197,319*</b>

\* Estimated, based on Federal Fiscal Year.

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## 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.

**Jonathan Capehart**

Senior Vice President and Senior Counselor of Public Affairs at Hill & Knowlton; Pulitzer Prize and George Polk Award recipient.

**Matt Foreman**

Esq., Executive Director of the National Gay and Lesbian Task Force.

**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., Investment banker; Vice-Chair of the NYC Industrial Development Agency; Vice-Chair of the NYC Capital Resource Corporation; and Anglican Priest-in-Charge of a Brooklyn parish.

**Lisa Quiroz**

Senior Vice President of Corporate Responsibility for Time Warner Inc.

**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.

# PUBLICATIONS

## Booklets:

NYC Commission on Human Rights

English/French

English/Korean

English/Mandarin

English/Russian

English/Spanish

*Discrimination Against Muslims, Arabs and South  
Asians in New York City Since 9/11*

Survey report

*Guidelines Regarding Gender Identity  
Discrimination*

*Making It Happen & Staying Home:*

*Services For You \**

English/Spanish pocket guide for  
prisoners and formerly incarcerated

*Talk It Over - A Peer Mediator's Guide \**

*Race At Work: Realities of Race and Criminal  
Record in the NYC Job Market* by Dr. Devah Pager  
and Dr. Bruce Western

Report on the impact of race, ethnicity  
and criminal records on securing  
entry-level positions

## Cards:

Commission Offices

Gender Identity

Immigrant Employment Rights

(English/Spanish)

Peer Mediation

School Program

Sexual Harassment

## Brochure:

Mediation Questions and Answers \*

## CCHR Newsletters:

January/February 2003

Spring 2003

Summer/Fall 2003

Winter/Spring 2004

Summer/Fall 2004

Summer/Fall 2005

## Annual Reports:

2002 – 2005 Available online: [www.nyc.gov/cchr](http://www.nyc.gov/cchr)

## Posters:

Fair Housing \*

English

Spanish

*From Many Countries, One City \**

## CD-ROM:

*Discrimination and Race Relations: Selected  
Reports From the NYC Commission on Human  
Rights (1935-2005)*

100 selected major reports,  
speeches, surveys, documents, testimony  
from public hearings, and policy  
papers since the Commission's earliest  
days in 1934 as a voluntary Mayoral  
committee

\* not available online



## 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

### Website

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

For **Mortgage Counseling Services**,  
call (718) 886-6162.

### COMMUNITY SERVICE CENTERS

#### Manhattan

40 Rector Street, 10th Floor

New York, NY 10006

#### Bronx

1932 Arthur Avenue, Room 203A

Bronx, NY 10457

#### Brooklyn

275 Livingston Street, 2nd Floor

Brooklyn, NY 11217

#### Queens

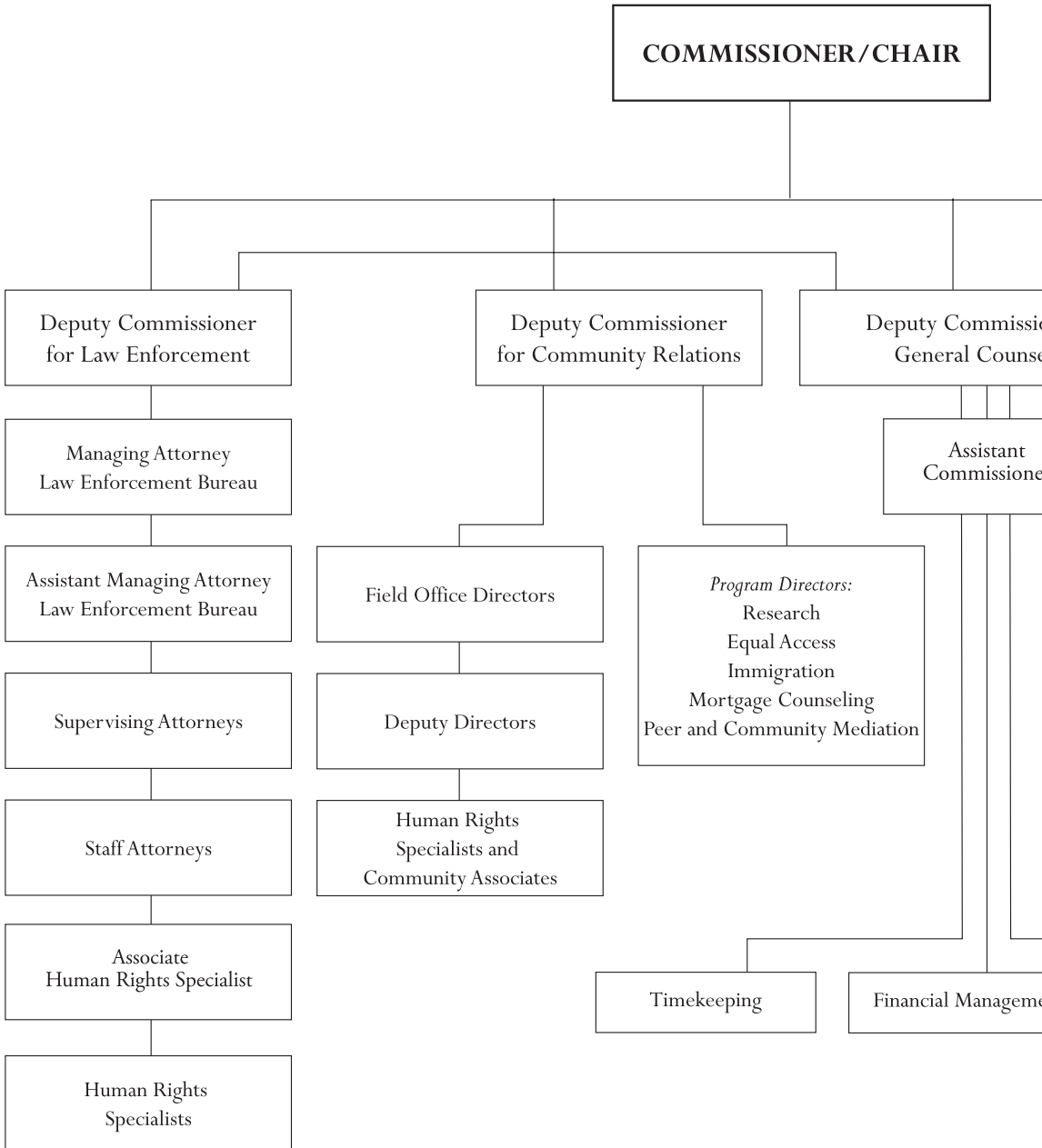
136-56 39th Avenue, Room 305

Flushing, NY 11354

#### Staten Island

60 Bay Street, 7th Floor

Staten Island, NY 10301



# 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

**Nimer Basha**

Assistant Commissioner for Human Resources

**Betsy Herzog**

Director of Public Information

