



# DISABILITY PROTECTIONS UNDER THE NYC HUMAN RIGHTS LAW

Equal and Independent Access for all New Yorkers

## Disability Protections Under the NYC Human Rights Law

The New York City Human Rights Law prohibits discrimination based on a person's disability and promotes independent and equal access for people with disabilities in New York City.

### 5 Things you Should Know

1. Housing providers, employers, and business owners must offer modifications or accommodations in their policies and/or physical space to allow a person with a disability to have equal use and rights.
2. It is generally the responsibility of housing providers, employers, and business owners to cover the cost of the modification or accommodation.
3. Even if a housing provider, employer, or business owner already complies with the Americans with Disabilities Act (ADA), the NYC Human Rights Law still requires them to provide modifications or accommodations that address an individual's needs, unless it would cause an "undue hardship," as defined under the law.

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If you believe you have experienced or witnessed discrimination, we can help. Call 311 and ask for the NYC Commission on Human Rights or call the Commission directly at (212) 416-0197.



Commission on Human Rights

Mayor's Office for People with Disabilities

[NYC.gov/HumanRights](https://nyc.gov/HumanRights) • [NYC.gov/mopd](https://nyc.gov/mopd)

#EqualAccessNYC •       @NYCCHR • @NYCDisabilities



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4. Service animals are trained to perform specific tasks for the benefit of a person with a disability. Service animals must be permitted to accompany their owners into any area where the public is permitted and are not required to wear a vest, be specially licensed, or otherwise visibly indicate their status as service animals.
5. Housing providers, employers, and business owners must engage in a conversation with the person with a disability to help determine what type of modification or accommodation the person with the disability needs.

### Scenarios to Help you Identify Discrimination

- A housing provider refuses to install a ramp at the front entrance of her building so residents using wheelchairs may enter and exit without assistance.
- A restaurant owner tells a customer with a service animal that he must leave the restaurant with his animal.
- An employer refuses to provide an employee who has low vision with a screen reader for her computer so she may perform her job.

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