



Steven Bellone
County Executive

The Suffolk County Human Rights Commission



2019 Annual Report

Lynda Perdomo-Ayala, LMSW
Chairperson

Dawn A. Lott, Esq.
Executive Director

COUNTY OF SUFFOLK



STEVEN BELLONE
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EXECUTIVE DIRECTOR

DEPARTMENT OF LAW
HUMAN RIGHTS COMMISSION

LYNDA PERDOMO-AYALA, LMSW
CHAIRPERSON

County Executive Steven Bellone
Members of the Suffolk County Legislature
County Attorney Dennis Brown
Residents of Suffolk County

The Suffolk County Human Rights Commission is proud to present our Annual Report for 2019. This report will illustrate the Commission's methodology, structure, and protocols along with statistics and highlights from the Commission's hard work throughout the year. It will also showcase our exceptional Commission Members and staff alongside their many impressive accomplishments, which help us follow through with our mission of community enrichment, education, and outreach year after year.

We began the year with our 12th Annual Unity Day, entitled "SOUL: Sending Out Universal Love, Mind, Body and Soul," on January 15, 2019, in collaboration with the Suffolk County Community College's Center for Social Justice & Human Understanding and the Suffolk County Interfaith Anti-Bias Task Force (SCABTF). More than 100 middle and high school students started the day with keynote speaker Eric Noel Perez, a Central Islip English teacher whose message highlighted the need for self-care, loving one another, and the value of serving our communities.

On April 17, 2019, the Commission co-sponsored with Touro Law Center-Health Law Projects and Touro School of Health Sciences, a health symposium, "Achieving Health Equity & Disparity," which was a conversation with local leaders, community members and health care professionals. According to the 2019 County Health Rankings, Nassau County was ranked #2 in Health Outcomes, while Suffolk County was ranked #16. Factors that influence this rating include the length of life, quality of life, and clinical care. In addition, racial and ethnic minorities suffer from worse health and receive lower-quality care than whites regardless of income, insurance coverage, or where they live. The panelists examined the quality of health and healthcare across racial, ethnic, and socioeconomic groups, discussed possible solutions and how they could be implemented in our community.

On May 20, 2019 the Commission and SCABTF hosted its 18th Annual Spring Convocation and Awards Breakfast honoring school programs and students that exemplify and promote principles of diversity, inclusion and equality within their schools and communities. With more than 160 attendees, Presiding Officer Duwayne Gregory and County Executive Steve Bellone applauded the commitment of all award recipients in furthering our mission.

The Commission's education and outreach efforts also continued. During the 2019 year, lawful source of income discrimination became State law. Although Suffolk County passed the same law three years prior, we co-sponsored with the New York State Division of Human Rights, St. Joseph's College and other housing enforcement agencies, "Fair Housing Is A Human Right," a program aimed at educating consumers on the parameters and implications of this new statewide legislation.

Paradoxically, Newsday released its findings of a three-year investigation that uncovered impermissible racial steering of consumers seeking to purchase a home. In response, the Suffolk County Legislature established a Fair Housing Task Force to address inequities in obtaining housing in Suffolk County. The County Executive also announced a comprehensive plan to combat housing discrimination which included increased enforcement of local fair housing laws, fair housing education and outreach, and the expansion of Commission Investigators and added Administrative Law Judges.

In recognizing the pay inequity of women and people of color, the Suffolk County Legislature approved the RISE Act (**R**estrict **I**nformation regarding **S**alaries and **E**arning Act). Effective June 30, 2019, the law bans inquiry into one's salary history, breaking the cycle of wage discrimination and closing the gender pay gap.

Sadly, in 2019 we also bid farewell to Rabbi Dr. Steven A. Moss, who retired as Chair of the Commission after 28 years of service; and as Co-Chair of the SCABTF and Rabbi at B'nai Israel Reform Temple. During his tenure, Rabbi Moss founded and served as Director of Stop BIAS, an educational program established in 1991 with the County Executive's Office, the Judiciary, the District Attorney's Office, the Probation Department, and the Suffolk County Police Department. It was designed for hate crime offenders to examine the motive(s) for committing hate crimes and learn why such crimes are offensive to the injured person and community. Rabbi Moss leaves a legacy of commitment to social justice, inclusion, and equality that will forever be cherished. Following his retirement, he was unanimously appointed Commissioner Emeritus. We wish him well!

Since 1998, Rachel Lee Davis has served as a Commission Member with distinction and dedication having been Vice-Chair for two years and an active member of several committees, including housing and health. Her term ended this year. In light of her honorable service and long and distinguished leadership career as an advocate in the community, Commissioner Davis was unanimously appointed Commissioner Emeritus. Thank you and farewell!

Moving forward in October 2019, the Legislature unanimously approved Lynda Perdomo-Ayala's appointment as new Commission Chair. Prior to her appointment, Mrs. Perdomo-Ayala had served as the Commission's Vice-Chair since 2003 with Rabbi Steven Moss which helped the seamless transition given their years of working together. Newsday hailed Ms. Perdomo-Ayala as "a fierce advocate for the Latinx community."

The Commission is proud of its community education and outreach efforts. We are pleased with our record of service to the residents of Suffolk County, which was provided in a timely, professional, and compassionate manner. In 2019, the Human Rights Commission assisted over 2,960 individuals and opened 186 cases of which 68% were in the employment category. One hundred eighty cases were closed. The total conciliation value was \$230,866.72, which includes monetary damages received by Complainants.

The Human Rights Commission owes this year's success to the continued dedication of its Commission Members and staff and the continued support of Suffolk County Executive Steve Bellone and members of the Legislature.

In the end, the Suffolk County Human Rights Commission will continue working our hardest to eliminate intolerance, bigotry, and discrimination against Suffolk County residents. We hope you will continue to support the Commission as we continue this fight for justice, equality, and human rights for all citizens, no matter how long it takes.

Respectfully submitted,



Lynda Perdomo-Ayala, LMSW
Chairperson



Dawn A. Lott, Esq.
Executive Director

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THE SUFFOLK COUNTY HUMAN RIGHTS COMMISSION

Dawn A. Lott, Esq., Executive Director

Lorena Gonzalez, Sr. Investigator

James L. Kokindo, Jr. Investigator

Natalie Longsworth, Investigator

Jennifer Rodriguez, Spanish-Speaking Investigator

www.SuffolkCountyNY.Gov/Departments/HumanRightsCommission



MISSION STATEMENT

It shall be the duty of the Commission . . .

To foster mutual respect and understanding among all groups in the community, regardless of race, creed, color, national origin, sex, age, disability, marital status or sexual orientation.

To make such studies in any field of human relationship in the community as, in the judgment of the Commission, will aid in effectuating its general purposes and, where desirable, to make the results of such studies public.

To inquire into incidents of tension and conflict among or between various groups arising out of race, creed, color, national origin, sex, age, disability, marital status or sexual orientation and to take such action as may be designated to alleviate such tensions and conflicts.

To conduct and recommend such educational programs as, in the judgment of the Commission, will increase goodwill among inhabitants of the community and open new opportunities into all phases of community life for all inhabitants.

To receive, accept, use, administer, and expend public grants and private gifts, donations, or bequests and other payments, goods, and services when authorized by local law or resolution of the County Legislature.

To investigate complaints and to report them to the New York State Division of Human Rights and/or to other public bodies so empowered, and investigate such cases alleging unlawful discrimination practices under Article 15 of the New York State Executive Law and related anti-discrimination laws.

To issue and promulgate such rules and regulations as it shall deem necessary and appropriate for the purpose of establishing procedures for the enforcement of Human Rights Local Law.

THE WORK OF OUR AGENCY

There are two key methods the Suffolk County Human Rights Commission (SCHRC) uses to further its mission to prevent and eliminate unlawful discrimination, and to promote goodwill among the county's increasingly diverse residents.

First, the Commission attempts to conciliate or resolve every complaint of discrimination filed to the benefit of all parties concerned. Where conciliation or early resolution is not possible, the Commission's highly trained investigators act diligently to gather evidence to support a finding on the merits.

By maintaining working relationships with other agencies that enforce anti-discrimination legislation at the state and federal levels, duplication of services is avoided. Suffolk County residents do not have to travel into New York City to file a federal charge because they can file both a state and federal charge right here at the SCHRC offices in Hauppauge or Riverhead.

It is vitally important to have effective local enforcement of anti-discrimination laws by a staff familiar with local issues and concerns. The importance of providing personal and timely service to those in distress, many of whom have lost their livelihoods, cannot be underestimated. The Commission prides itself not only on its ability to process complaints within a concise timeframe, but also on its impartiality, level of professionalism, and the thoroughness of its investigations.

The second way we further our mission is through community outreach and by providing technical assistance to organizations and individuals to encourage voluntary compliance with the law. The Commission actively works to promote positive intergroup relations and to prevent racial tensions and community conflict related to bigotry and intolerance. We continue to work closely with businesses, government agencies, schools, private organizations, and community groups to foster equal opportunity.

We provide training on various topics related to discrimination and the human rights law and staff is available to help employers and business owners who contact us with questions related to discrimination, to assist them in understanding how to remain in compliance with the law.

THE INVESTIGATIVE PROCESS

INTAKE

The first step in the process is Intake. Individuals who believe that they have been discriminated against may telephone, write, email, or come into our office and speak to an investigator about their situation. An extensive intake interview is conducted to obtain all the pertinent facts, explain our process and advise the complainant of available options.

Unlike some other government agencies, the Suffolk County Human Rights Commission is a neutral fact-finding agency and is not an advocate for those who have filed charges. While the Commission respects the fact that those individuals who make allegations believe they have been discriminated against, in order for the Commission to determine probable cause, there must be evidence to show that the alleged discriminatory basis was the reason for the respondent's actions. The complainant's belief alone is not sufficient to establish that.

INFORMAL INQUIRY

Often, a situation arises that is not within SCHRC's area of jurisdiction. In those situations, our staff members carefully evaluate the information and make appropriate referrals to other agencies that can better serve the individual's immediate needs.

In other instances, the problem can be resolved without the need for a formal complaint. A great number of our cases never have to go to a formal filing. At the local level, we have the flexibility to attempt to clarify the situation and/or to settle the matter by sending a letter of inquiry to the respondent and subsequent conversations with both parties. This method is very effective in weeding out complaints that have little or no merit or which turn out to be non-jurisdictional. On the other hand, cases that present strong evidence early on to substantiate the complainant's allegations can often be settled quickly, to the benefit of both parties.

COMPLAINT FILED

When the situation cannot be resolved informally, or when the individual wishes to file a formal complaint, the intake investigator will secure all relevant information available from the individual and draft a formal complaint for the complainant's notarized signature. Depending upon the circumstances of the complaint, these formal charges may be filed under local, state, and/or federal law. The complaint is served on the respondent by mail, along with a request for necessary records and documentation.

RESPONDENT'S ANSWER and COMPLAINANT'S REBUTTAL

The respondent has fifteen days (or ten days if Complaint is filed with the Commission) to file a formal answer to the charges. The Commission will grant reasonable extensions of time under certain circumstances.

Once received, the answer filed by the respondent is usually sent to the complainant, along with a request for their written rebuttal. If the complainant has difficulty, they are encouraged to meet with the investigator to give a verbal rebuttal. The rebuttal process can also be undertaken by telephone or by e-mail.

INVESTIGATION

Every complainant is offered the opportunity to show that the alleged discriminatory basis was the reason for the respondent's actions. However, the Commission ultimately determines the level of investigation necessary to address the issues raised.

The investigation includes securing relevant documents and obtaining other pertinent data necessary to address the charges. Relevant witnesses are contacted and interviewed about the circumstances surrounding the complaint. Their statements can be a valuable tool in ascertaining the validity of a charge.

Although the Commission has subpoena power, this power is rarely, if ever, used. In our experience, most respondents are cooperative and those that are not usually send the requested documents once they learn that a subpoena will be forthcoming if they do not.

FACT-FINDING CONFERENCE

In some cases, the next step of the investigation is a two-party fact-finding conference. At the conference, the Commission identifies disputed points and determines what additional evidence is necessary to resolve those issues. A fact-finding conference is not a formal hearing, but the parties are informed that all information gathered at the conference will be used to evaluate the merits of the complaint. Attorneys from both sides are permitted to be present, but may not answer questions for their clients, who are expected to respond directly to the Commission's questions.

In some instances, the investigation produces sufficient evidence through site visits, witness interviews and documentary evidence, rendering a fact-finding conference unnecessary.

VOLUNTARY SETTLEMENT

The Commission always encourages early and ongoing settlement efforts, which benefit both parties. The respondent benefits by avoiding lengthy, potentially expensive litigation, which can run into hundreds of thousands of dollars, even if they prevail.

The complainant receives the benefit of settlement without having to wait years for resolution of their complaint. They also avoid the expense of attorney's fees and avoid the risk of losing the case and getting nothing in the end.

RECOMMENDED FINDING

When the investigation is completed, the information that has been gathered is carefully analyzed and documented, and the investigator prepares an investigative report along with recommended findings.

FINDINGS

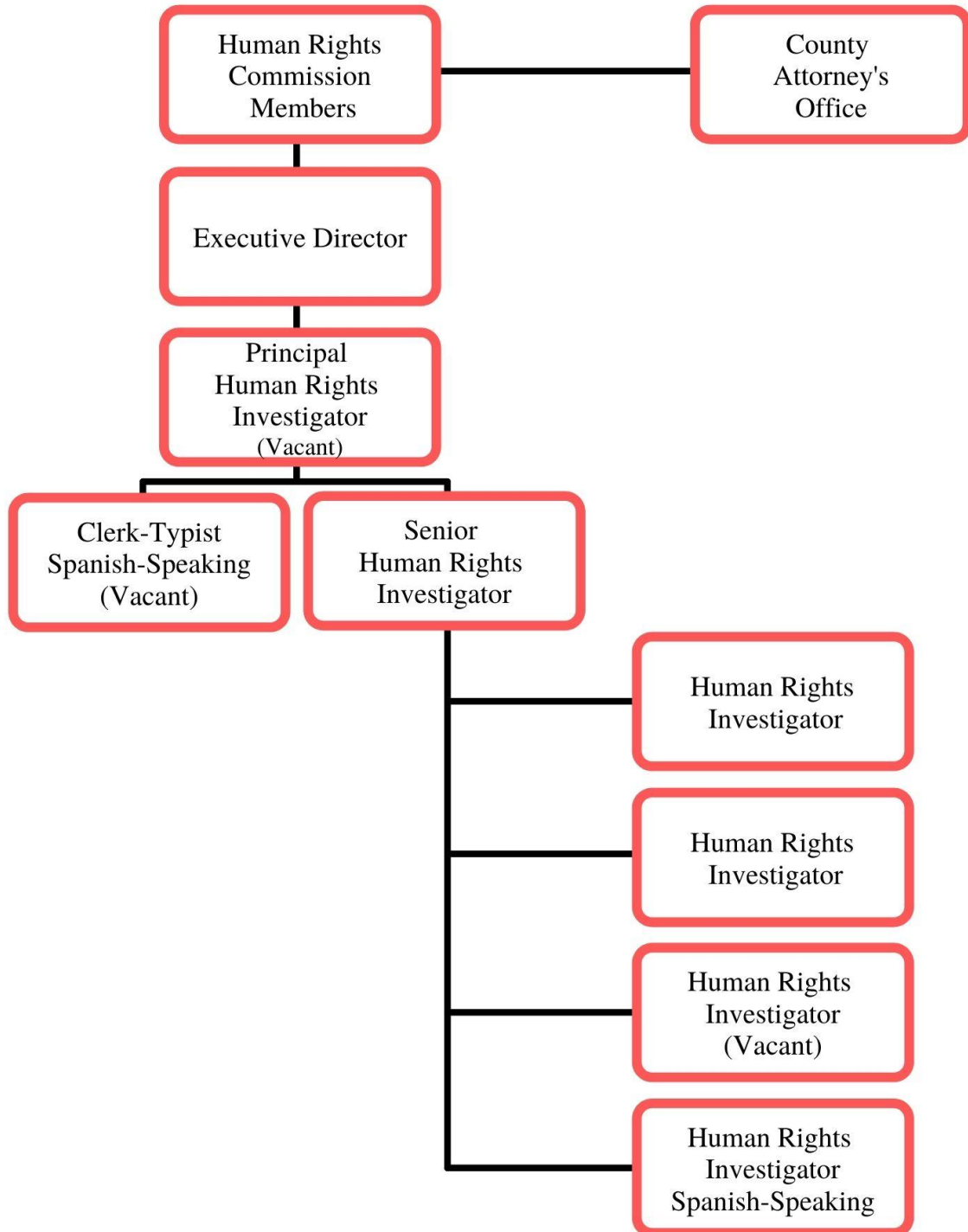
The executive director reviews the file and the investigative report, and if she agrees with the findings, she signs off on the report. The Commission's recommended findings are then submitted to the NY State Division of Human Rights, who will either concur or reverse the findings of the Commission. (It is very rare that the state does not concur with our findings.) If the State Division concurs with our "no probable cause" finding, then the case is closed. If they concur with a "probable cause" finding, the case is scheduled for a formal public hearing before an administrative law judge. The administrative law judge has the authority to compel the respondent to make restitution to the complainant, in whatever amount the judge deems appropriate.

In cases including housing matters filed under the county's local law, however, the Commission issues the final determination. Where probable cause has been determined, a hearing before an administrative law judge will be held at the county level, and fines may also be imposed.

APPEAL

If it is determined that there is no probable cause for an unlawful act of discrimination, then the complaint is dismissed and the party is provided with information explaining the timeframes and process for filing an appeal in court.

Suffolk County Human Rights Commission
Organizational Chart



COMMISSION MEMBERS

The Suffolk County Human Rights Commission was created in 1963 pursuant to New York State's General Municipal Law. The Commission has a paid staff including an Executive Director and Investigators who carry out the investigations and other work of the agency. It also consists of fifteen Commission members, whose role is to set policy for the agency and to advocate for equality for all Suffolk residents. These fifteen dedicated individuals, who are appointed by the County Executive and approved by the Suffolk County Legislature, volunteer their time to serve on the Commission for three-year terms. Many members have served several consecutive terms, and each has remained active and committed.

We are proud of the talented and diverse group of individuals who make room in their busy lives to commit themselves to the work of human rights.

LYNDA PERDOMO-AYALA, LMSW, CHAIR, was appointed to the Commission in 2002 and was elected Vice-Chair in 2003. She was then appointed Chairperson in October of 2019 in replacement of Rabbi Steven Moss, who retired from the Chairman position after 28 years of service to the commission. Ms. Perdomo-Ayala attained her undergraduate degree from Adelphi University and went on to achieve her Masters in Social work from the School of Social Welfare at Stony Brook University. She also holds a certification in conflict resolution from Cornell University. Ms. Perdomo-Ayala is the current Administrator to the Department of Pharmacological Sciences at Stony Brook University's Medical Center.

At Stony Brook, she also serves as advisor to the Latin American Student Organization, is a member and Chair of the advisory board of the Latin American and Caribbean Studies Center, is a member of the Multicultural Women's Alliance, and serves as a member of the University's President and Provost Diversity Council. She has worked extensively in the community as a member of the National Association of Puerto Rican and Hispanic Social Workers, the National Conference of Puerto Rican Women, Inc., and the Suffolk County Executive's Hispanic Advisory Board, and she is a board member, former President, of the Victims Information Bureau of Suffolk, Inc.

Ms. Perdomo-Ayala has received numerous awards and honors, including the "Woman of Distinction" Award from La Union de Mujeres Americanas in Ponce, Puerto Rico, and a Certificate of Appreciation from the Bethel AME Church of Setauket for her outstanding service and commitment to the community. In 2011, she was honored with a Special Recognition Award by Adelante of Suffolk County, Inc., for their 45th Puerto Rican/Hispanic Day Parade.

She received recognition from Stony Brook University for her 29 years of service to the institution, and in October 2013, she was honored by the SUNY Chancellor with the Chancellor's Award for Excellence in Professional Service in the State University system. In addition, she was a recipient of the New York State Social Worker of the Month Award, she was named Local Hero by Bank of America, and she was named Distinguished Social Worker by the National Association of Social Workers and the Latino Social Work Task Force.

In May 2013, she was inducted into the Class of 2013 – Top Advocates for Latino Empowerment on Long Island. In addition, she represents the Human Rights Commission on the Suffolk County Women's Advisory Commission serving the women of Suffolk County. She is an

educator, mentor, and a committed activist for all underserved communities, and as Chairperson of the Commission. She heads its Administrative Committees, which oversee the heads of the following committees: Justice, Awards Dinner, Education, Employment, Health, Housing, Immigration and Junior Human Rights.

RABBI STEVEN A. MOSS, Ph.D., retired as Chair of the Commission in October 2019 after 28 years of service. He was unanimously conferred the honor of Commissioner Emeritus which is reserved for those Commissioners who serve with distinction and excellence.

Dr. Rabbi Moss was appointed to the Human Rights Commission in 1992 and he has served at the B'nai Israel Reform Temple in Oakdale as its spiritual leader since 1972. He was initially appointed Chairperson of the County's Anti-Bias Task Force by former County Executive Patrick Halpin and has been appointed Chair (and later Co-Chair) of the Task Force for each of the subsequent years by County Executives Robert Gaffney and Steve Levy. He served as Chief of Chaplains for the Suffolk County Police Department, the Chiefs of Police Association, the Police Association, and served as chaplain to many local hospitals and senior facilities.

Dr. Rabbi Moss received his undergraduate degree from New York University, and his graduate degrees and ordination from the Hebrew Union College in New York. He was the recipient of the District Attorney's Distinguished Citizen Award, and Chaplain of the Year 1987 and Rabbi of the Year 2007 awards, given by the New York Board of Rabbis. In 2009, he received the Lehman-LaGuardia Award for Civic Achievement. In 2003, he was appointed to the Board of the Suffolk Center on the Holocaust, Diversity, and Human Understanding. He is the longest sitting member of the Islip Town Board of Ethics. He was Chair of the Islip Town Anti-Bias Task Force and Chair of the Suffolk Center for the Holocaust, Diversity and Human Understanding.

BONNIE MICHELLE CANNON, M.A., was appointed to the Commission in September 2012. A graduate of Howard University, Ms. Cannon is the Executive Director of the Bridgehampton Child Care & Recreational Center. She has served as Director since 2007. She also served a six-year term as Trustee on the Southampton Village Board. She was the first African-American elected as Trustee in the Village of Southampton.

Ms. Cannon is active in the community and has served on several community and civic boards. She currently serves as Chairperson on the Town of Southampton Housing Authority Board. She also is a member of The League of Women Voters, NAACP (Eastern Long Island Branch), Jack & Jill of America (Suffolk County Branch) and serves on the Commission's Awards, Education, Housing and Social Media Committee.

RACHEL LEE DAVIS, was appointed to the Commission in 1998. She served as Vice Chair for over two years and retired in December 2019. Upon her retirement, she was unanimously conferred the honor of Commissioner Emeritus which is reserved for those Commissioners who have served with distinction and excellence.

She earned a B.S. Degree from Alcorn State University, Mississippi, an M.A. Degree, Secondary Education, from New York University; and holds NY State Certification in Health Education, Science, and Social Studies.

Mrs. Davis has a record of service with the American Cancer Society, the Muscular Dystrophy Foundation, the Heart and Diabetes Associations, and the Uganda Children's "Tour of Light" which raises money for AIDS awareness.

She is the Founding Vice Chair of The Witness Project L.I., Breast Cancer in African American Women, L.I. Cancer Care, and also a Trustee of the SUNY Old Westbury College Foundation, Inc., founder/first President of Eastern Shore, The Links, Inc.; co-founder/first President, Sigma Psi Omega, Alpha Kappa Alpha Sorority, Inc.; past board Chair of Benincasa Family Services, Inc., Amityville, N.Y.; a member of the NAACP; and founding officer of the Coalition of 100 Black Women Suffolk County.

She has received numerous awards for leadership and humanitarian services, including the Dr. Martin Luther King, Jr. Memorial Meritorious Service Award, First Baptist Church of Riverhead; "Paving the Way To Success," A Leader Making A Difference, American Diabetes Association; Partners in Preaching Leadership, Sisters of St. Dominic, Amityville, N.Y.; Outstanding Woman in the Town of Babylon; Frederick Douglas Memorial Award, Islip Chapter L.I. Council of African American Republicans; the 2007 Dr. Martin Luther King Jr. Drum Major Award, and the National Outstanding Secondary Educators of America Award.

Mrs. Davis was elected 2007 trustee of Stillman College, Tuscaloosa, Alabama; received the 2009 Suffolk County Republican Women's Political Volunteer Award; and the 2010 New York State Senate's Woman of Distinction Award. Mrs. Davis is an active member of St. Mary's Church in Amityville, and was a member of the Commission's Administration of Justice, Awards, Education, Housing and Health Committees.

MICHELE T. DEL MONTE was reappointed to the Commission in April 2002, having previously served from 1993 to 1997. Ms. Del Monte's background, training and experience are in public policy, health sciences, education and human services – including advocacy on aging, disability, health, housing and poverty issues. She has served on the Board of the Middle Country Library Foundation, Renewal Resources Board, and the Long Island Task Force on Literacy.

In 2006, working with other advocates, she helped establish a Network of Women with Disabilities to increase access to health care through print material, health literacy, and physical accessibility to health providers' offices. Ms. Del Monte is an active member of the Commission's Awards, Education, Family, Women and Children's Human Rights, Health, Housing, Immigration and Junior Human Rights Committees, and chairs the Employment Committee.

Ms. Del Monte is a past member of the Insurance Committee of the Suffolk County Minority Health Action Coalition; the Diversity Committee of the Association of Fundraising Professionals of LI; and, the Suffolk County Women's Advisory Council. Ms. Del Monte is a member of the Community Leaders Advisory Committee of the Stony Brook University Medical Center, and the President's Multicultural Advisory Council at SUNY Stony Brook. In September 2010, Ms. Del Monte became a Literacy Volunteer and recently joined the Steering Committee of the Community Family Literacy Project of the Mastic, Moriches and Shirley Community Library.

MARK J. EPSTEIN, ESQ. was appointed to the Commission in 2008. Mr. Epstein is a partner in the law firm of Pazer, Epstein & Jaffe, and P.C. He earned a B.S. degree from The American

University and his J.D. from New York Law School. He is admitted to practice law in New York, New Jersey and the District of Columbia.

His memberships include the Suffolk County Bar Association, Nassau County Bar Association, New York County Lawyers Association, American Association for Justice, Huntington Lawyers Club, Jewish Lawyers of Nassau County and he sits on the Board of the New York State Trial Lawyers Association. He is Chair of the Long Island Rail Road Commuters Council, the Permanent Citizens Advisory Committee to the MTA and Chair of the Suffolk County Jewish Advisory Board.

Mr. Epstein is also a member of the Long Island Association and the Huntington Township Chamber of Commerce. He is a strong advocate of civil and human rights and has been awarded the B'nai B'rith Humanitarian Award. From 2011 to 2016 he was named New York Super Lawyers and was ranked the Top 100 Trial Lawyers from 2011 to 2016 by the National Trial Lawyers. Mr. Epstein co-chairs the Commission's Administration of Justice Committee and serves on the Awards and Jr. Human Rights Commission Committees.

AUGUSTUS G. MANTIA, M.D., appointed to the Commission in 1998, is an Associate Professor of Medicine, Family Practice and Psychiatry at Stony Brook University. Dr. Mantia has had a clinical practice in the Smithtown Community for over 30 years, and he is a strong proponent of equality in health care. In 2005, Dr. Mantia, in conjunction with Stony Brook University and the First Baptist Church of Riverhead, received a grant from the W.K. Kellogg Foundation for Project Care, a program to develop computer home monitoring for chronic medical conditions.

Dr. Mantia was also appointed to the NY State Department of Health's Medicaid Advisory Committee by the NY State Senate and Governor George Pataki. Dr. Mantia volunteers his time to serve his community as the Hauppauge Volunteer Fire Department's Surgeon who oversees all medical response and protocols for the Emergency Medical Response Teams and defibrillator programs.

In July 2008, Dr. Mantia was appointed as a Deputy Fire Coordinator-Medical Doctor for the County of Suffolk. In 2008, he was also selected for appointment to the position of Critical Incident Police Surgeon for the Suffolk County Police Department. His appointment followed successful completion of critical training in FEMA Incident Management, Weapons of Mass Destruction, Police Department field operations and protocols, and certification as a Field Physician by the Suffolk County Department of Health Division of EMS.

Dr. Mantia has been acknowledged as a "Hometown Humanitarian" by the Suffolk County Legislature and was named the 2012 Physician of Excellence by the Suffolk Regional Emergency Medical Services Council. Dr. Mantia serves as Chair of the Commission's Awards, Health and Housing Committees.

GARY R. MAR, Ph.D., was appointed to the Commission in 2005. Professor Mar is a member of the Philosophy Department at Stony Brook University, where he was the catalyst for the donation of the Charles B. Wang Asian American Center, which at the time was the largest donation in the history of the public education system in New York State.

As the founding director of the Asian American Center Bridge, Dr. Mar has been an advocate for Asian American Studies, a sponsor of over fifty conferences and special events promoting education about the contributions of Asian Americans to the arts, academia, and as activists for social justice national and internationally. As a member of the American Philosophical Association, Professor Mar was instrumental in the formation of the Committee on Asian and Asian-American Philosophers and Philosophies. As a member of the Philosophy Department at Stony Brook University, Professor Mar logic, critical thinking, philosophy of mathematics, philosophy of religion, philosophy of language, and philosophical issues in Asian American history.

Gary Mar has been the recipient of the Outstanding Professor Award from the Alumni Association, the Chancellor's and President's Award for Excellence in Teaching, and the Chancellor's and President's Award for Excellence in University Service. He has won a Pew Scholars Fellowship as well grants from the Allstate Foundation and the Organization Chinese Americans to conduct workshops on hate crimes.

Honored with community awards from the Organization of Chinese Americans, the New York City Council, as well as other organizations, Gary Mar is currently a Vice-Chair of the Community Advisory Board for public television WNET13/WLIW21. Dr. Mar Co-Chairs the Commission's Education Committee and is also a member of the Immigration Committee.

CAROLYN G. PEABODY, Ph.D., L.C.S.W., A.C.S.W., is Assistant Dean for East End Initiatives and Clinical Associate Professor at the School of Social Welfare, Stony Brook University. Dr. Peabody earned her Bachelor of Arts Degree from Fordham University in 1978, her Master of Social Work Degree from Stony Brook University in 1986 and her Doctorate in Sociology from Stony Brook University in 1998. She was appointed to the Commission in 1997 and is the Commission's liaison to the Southold Town Anti-Bias Task Force.

Throughout her career, Dr. Peabody has worked to fight inequality and to support the empowerment of disenfranchised, stigmatized and oppressed individuals and communities. As a graduate student, she did her internship with the Suffolk County Human Rights Commission and the Sayville Project, an advocacy/empowerment community-based program that assists people who have been involved in the public mental health system.

Dr. Peabody was awarded a National Institute of Mental Health Traineeship and Clinical Training Fellowship which supported her work training and developing an advocacy/empowerment practice curriculum for graduate social work students working in the public mental health system. Dr. Peabody joined the faculty of Stony Brook University's School of Social Welfare in 1989. Since that time, Dr. Peabody has chaired and served on many committees and working groups charged with working for human and civil rights.

For example, she served as the advisor to the Lesbian, Gay, and Bisexual Social Worker Caucus, she co-chaired the Suffolk County and NYS NASW Lesbian & Gay Issues Committee, co-chaired the Lesbian, Gay, and Bisexual Faculty Staff Network and served on the Steering Committee for the President Clinton's Initiative on Race at Stony Brook. She has also served on the University President's Advisory Council on Diversity. Dr. Peabody also has served in various leadership capacities with community-based anti-bias organizations. She has served as chair and

Vice-Chair the Southold Town Anti-Bias Task Force and as Co-Chair of the Administration of Justice Committee of the Suffolk County Human Rights Commission.

In addition, Dr. Peabody has maintained a psychotherapy practice for the last 15 years, working predominantly with women and lesbians. She lives with Diane, her recent spouse and partner of 26 years in Orient Point, NY. She has 2 step-sons, David, a social work administrator with a large agency serving the greater New York area and Eric, a paralegal, part-time filmmaker and film festival organizer.

BEENA KOTHARI, was appointed to the Commission in 2013. Having lived on Long Island for over twenty-three plus years, her association, interactions, and contributions with members of the Indian and American communities have been valuable and memorable. Her many accomplishments with various nonprofit organizations have occurred over a long period including various leadership capacities as IALI President 2016, Vice-President, Treasurer, Secretary, Executive Member, and Chair of several ad-hoc committees, India day Parade Chair 2015 and 2016.

She takes pride in serving in leadership positions with many social, non-profit organizations such as Rajasthan Association of North America (RANA) (Board of Director, Treasurer), Jain Center of America (JCA), Jain Samaj of Long Island (JSLI) (Board of Director), Gayatri Pariwar of Long Island (GPLI) (volunteered teaching Hindi and vedic math), Long Island Multi Faith Forum (LIMFF), India Day Parade (IDP), India Association of Long Island (IALI) (only broad-based community organization in Long Island operating since 1976), Suffolk County Indian Committee and has contributed tremendously to their success and fundraising, including many international conventions.

During her professional career with Real Estate, Sony, Time Warner, JP Morgan Chase, and IBM as Global IT Team Manager, she has won many service “Gold Stars” taking a lead role in promoting and practicing the great Indian values of *‘Unity and Harmony among Diversity with Respect’* which is important and close to her heart and hopefully to all. She firmly believes that she can extend those values throughout the community and thereby strengthen it by bringing us all closer together for the longer-term.

Her goal is to focus on *‘Young and Women’s Empowerment with Leadership’* which she believes is essential for the betterment of the Indian-American community. Her involvement includes Chair of India Day Parade (2015-2016); President, Vice-President, Treasurer, Secretary, Executive Member, and Chair of several ad-hoc committees since 1998; Chair of Cultural and Newsletter Committees; volunteered in Thanksgiving, Diwali (festival of lights), Christmas and Food Drives for the homeless; Chair of India fest (10,000 people attended and 52 vendors participated); volunteered with Senior Citizen Committee and volunteered with Women Forum. She serves as the Co-Chair of the Commission’s Education Committee and is a member of the Social Media Committee.

HAFIZ UR REHMAN, MD FAAP was appointed to the Commission by County Executive Steve Bellone in 2012. Dr. Rehman is a Pediatrician in Bay Shore and a senior Attending in the Department of Pediatrics at Good Samaritan Hospital Medical Center and Southside Hospital. He is a Clinical Assistant Professor in the Department of Pediatrics at the School of Medicine at

Hofstra University and is an Assistant Clinical Professor at the New York Institute of Technology NYCOM School of Medicine.

Dr. Rehman is a Diplomate of the American Board of Pediatrics and a Fellow of the American Academy of Pediatrics. He is a Past President of the Islamic Medical Association of North America (IMANA) and the past Chairman of IMANA's Board of Regents. He has also served as the Chairman of IMANA RELIEF and continues to be a Member of that Committee. Dr. Rehman is a past President of Masjid Darul Quran - The Muslim Center of Long Island (the largest Mosque on Long Island) and presently, is a member of the Board of Trustees of the Mosque. He has been a past President of the Islamic Association of Long Island - the Selden Mosque.

Dr. Rehman is a Member of the Suffolk County Inter-faith Anti-Bias Task Force and the Town of Islip Anti-Bias Task Force. He is a member of the Bay Shore Interfaith Council, and an Honorary Board Member of the Suffolk County Coalition against Domestic Violence. Dr. Rehman was a recipient of the Suffolk County Dr. Martin Luther King Jr. Public Service Award. He also has received Suffolk County Community College's Salute to Excellence Community Service Award. In 2012, he was awarded the Ghandi Award by the Shanti Fund.

Dr. Rehman has also received the Bharat Guruv "Pride of India" Award. Dr. Rehman was also appointed to the American Muslim Advisory Board to the County Executive as well as the Public Advisory Board to the Suffolk County Commissioner of Police. Dr. Rehman serves as a Board Member of FOF Relief and Education with relief activities in Asia and Africa. He is also on the Board of the Muslim Foundation of America.

In 2014, Dr. Rehman was appointed as a Board Member of The Suffolk County Girl Scouts Association. Dr. Rehman was also appointed as the Chairman of MDQ Academy: Suffolk County's only full-time Islamic school. Dr. Rehman believes that "The enjoyment of Human Rights is not exclusively for any select people or race BUT for all the Human beings who inhabit the planet. I see a basic goodness in each and every person that encourages me to work for them." Dr. Rehman serves on the Commission's Health and Immigration Committee and Chairs the Family, Women and Children's Human Rights Committee.

LUIS E. RODRIGUEZ, ESQ., has been a partner at the law offices of Goldstein & Rodriguez, LLP since 2007. He earned a B.S. in Accounting from S.U.N.Y. College at Old Westbury in the year 2000. He received his Juris Doctor from Touro Law in 2005. He is a Member of the Nassau Lawyers Association, Nassau County Bar Association, New York State Bar Association and the Long Island Hispanic Bar Association. Mr. Rodriguez serves on the Commission's Administration of Justice and Immigration Committees.

LUIS VALENZUELA, Ph.D. was appointed to the Commission in 2012. He has over 25 years of experience as an advocate in non-profit organizations. He is currently employed by the Healthcare Education Project of the Greater New York Hospital Association & 1199 SEIU. In his capacity as a Healthcare Advocate, Luis works to improve healthcare in New York State through education, grassroots organizing and coalition-building.

As a Clinical Associate Professor at the School of Social Welfare SUNY Stony Brook, Dr. Valenzuela helps to prepare new social work professionals. In his role as the Executive Director of the Long Island Immigrant Alliance (LIIA), Dr. Valenzuela has worked with an alliance of some 50 charitable, religious, labor, civil rights and immigrant organizations in Nassau and

Suffolk Counties that are concerned with ensuring that Long Island provides a welcoming environment for immigrants and invites their involvement in the cultural, socio-economic and political life of their community. He presently serves on the Suffolk County Police Commissioner's Advisory Board and on the Suffolk County Welfare to Work Commission.

Dr. Valenzuela has served as Vice Chair of the New York Immigration Coalition and past President of the National Association of Puerto Rican Hispanic Social Workers (NAPRHSW). He is active in many community organizations including: The Long Island Council of Churches, NASW (National Association of Social Workers), Jobs With Justice LI, The Latino Jewish Coalition, Long Island WINS, SUNY Stony Brook President's Multicultural Advisory Board, The Health & Welfare Council, Community Advocates, Molloy College President's Multicultural Advisory, The Long Island Organizing Network (LION), College of Advisors for ERASE Racism, and the Nassau Suffolk Hispanic Legislative Task Force.

Over the years, Dr. Valenzuela has received recognition from many prestigious organizations, as well as local and state government and congressional recognition for his service to the community. Dr. Valenzuela completed his social work studies at SUNY Stony Brook School of Social Welfare and at Fordham University's Graduate School of Social Services. Dr. Valenzuela is also a graduate of the Energeia Partnership Regional Stewards Leadership Program, and a CORO Leadership Fellow. He serves as Co-Chair of the Administration of Justice Committee, Chairs the Immigration Committee and is a member of the Housing Committee. Dr. Valenzuela enjoys spending time with his wife Deborah, his adult children and grandchildren.

DIONNE WALKER-BELGRAVE, Ph.D., MBA, CCDP/AP, was appointed as a member of the Commission in April 2011 and is a diversity and compliance consultant and President of DWB Associates. Ms. Walker-Belgrave was one of the first professionals to receive her Diversity Certification CCDP/AP, from Cornell and also holds a Management Development Certificate from Harvard University. Ms. Walker-Belgrave received an M.B.A. in Finance from Adelphi University, and a B.S. in Business from SUNY New Paltz.

Before founding her own consulting business, Ms. Walker-Belgrave held positions in the Long Island area as Assistant Dean of Students, Director of Affirmative Action/Equity and Diversity, Director of Financial Aid and Financial Auditor and Budget Analyst. She conducts training seminars and lectures locally and abroad on Global Diversity, Affirmative Action, Financial Aid and College Admissions and Scholarships.

Ms. Walker-Belgrave was the recipient of the Long Island Urban League's Trail Blazer Award, and has been recognized by many area organizations for her dedication and leadership. She has taken leadership roles in various mentoring programs, community-based organizations and educational initiatives.

Throughout the years, she has been an active participant and supporter of many civic, cultural and educational organizations including, but not limited to, the American Association for Affirmative Action, New York State Financial Aid Administrators Association, Long Island Next Generation Housing Committee, Erase Racism, Jack and Jill of America, Inc., the Long Island Urban League and in 2011 she was appointed to the County Executive's African-American Advisory Board. She also chaired New York State's Regional Affirmative Action Officers.

Ms. Walker-Belgrave is a member of the National Association for the Advancement of Colored People (NAACP), and she is a member and former Trustee of Living Hope Fellowship Missionary Baptist Church, where she also served as Christian Education leader and is currently the External Affairs Liaison. She serves on the Commission's Awards, Education and Employment Committees.

YU-WAN WANG, Ed.D., has more than twenty-five years of work experience that spans the globe. Having grown up during China's Cultural Revolution, Dr. Wang learned about the importance of education and the need to take risks to satisfy intellectual desire at an early age.

Dr. Wang holds a B.S. in Business Administration, a Masters of Library and Information Science, and an Ed.D. Dr. Wang, who was born in Northern China, gained corporate and academic experience in the United States and in Taiwan. Her corporate experience includes serving as an information coordinator for McKinsey & Co. There, she prioritized client services information requests from around the world. Later she went on to serve as a Consultant for the Taipei City government where she defined the role and direction of the International Commission, formulated strategic plans and directed international programs.

After serving as the Director of a library in Pennsylvania, Dr. Wang became an Instructor at Fu-Jen Catholic University in Taiwan. From 2002-2009 she was Director of International Student & Scholar Services at Dowling College. Currently, Dr. Wang is Associate Dean for International Admissions at Stony Brook University.

Dr. Wang's memberships and professional activities include a Fulbright Life Membership, Association of International Educators (NAFSA), Rotary International and Women's International Network. She is also the recipient of a Fulbright Fellowship, and a Woman of the Year award from the Islip Town Council. Dr. Wang serves on the Commission's Education Committee.

STANDING COMMITTEES

The Commission's committee structure facilitates a closer examination of specific areas of concern for the Commission and the community. The following is a brief description of each of the standing committees that a Commission Member can elect to participate in based on their specialty and interest. Additional committees can be formed as the need arises, and the community changes.

Administrative Committee

Headed by the Vice-Chair of the Commission, the Administrative Committee comprises the Chairpersons of each of the following committees and is the forum that brings the Chairs together to coordinate and cooperate on a wide range of substantive and administrative issues facing the Human Rights Commission.

Administration of Justice Committee

The Administration of Justice Committee actively works with the Suffolk County Police Department on matters of concern to the Commission, such as: the tracking of complaints against the SCPD, incidents involving the use of undue force, the Internal Affairs Bureau complaint process, policies and procedures regarding the designation of a "hate crime" to incidents involving bias, the recording of racial data on stops and searches, and increasing minority representation in the police service.

The Justice Committee has also been actively reaching out to towns and villages in Suffolk County that employ their own police departments in order to enter into a cooperative arrangement for police complaint handling. The Committee also meets in response to other issues that arise, such as pending legislation that could negatively affect a particular community.

Housing Committee

The Commission is very concerned about segregation and discriminatory practices in housing. The Housing Committee has been instrumental in getting the word out to the public about Suffolk County's housing law and how complaints of housing discrimination may be addressed through the Commission. The committee also has an interest in examining other areas related to housing that impact various communities.

Health Committee

The Health Committee's focus has been on racial, ethnic, and economic disparities in health care. The Committee has held forums addressing these issues and has also collaborated with Suffolk County's Office of Minority Health in presenting conferences on these topics. The Committee plans to continue to respond to various health issues of concern to the Commission and the community.

Education Committee

The Education Committee has become involved in various issues affecting education. For example, the lack of diversity among teaching and mental health staff, the quality of education received by minority students and other discrepancies within the educational system.

In previous years, the Education Committee held a three-part series of public forums entitled, “The Miseducation of Children of Color,” which addressed the disparities in education, suspensions and disciplinary issues, the assignment of minorities to special education programs, and other issues of importance to the community.

Employment Committee

The Employment Committee works closely with the staff of SCHRC since the majority of discrimination complaints received by SCHRC are related to employment. This committee examines various trends in the discrimination cases reported in Suffolk County, looks at proposed legislation at the local, state, and federal levels related to employment matters to keep the Commission members informed, and addresses issues and concerns related to bias and discrimination in the workplace.

Immigration Committee

This Immigration Committee examines the critical issues that arise in Suffolk County related to immigrants and their relocation to Suffolk County, since all immigrants, irrespective of their legal status, have human rights.

Although we understand that states have the right to regulate the entry and stay of immigrants, they can only do so within the limits of their human rights obligation. This group focuses on ways in which the Commission may improve life in Suffolk County for our increasingly diverse population.

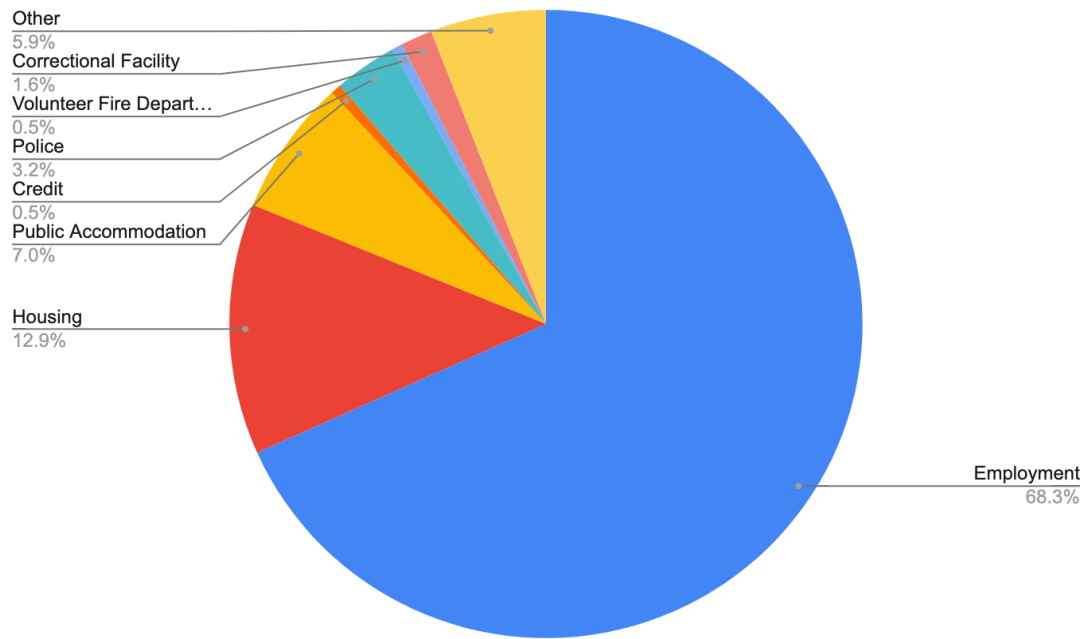
Biennial Awards Committee

The Awards Dinner Planning Committee, every two years in conjunction with the staff of the SCHRC, holds an awards dinner to recognize individuals in the community who have made a positive impact in Suffolk County through their efforts to fight discrimination and bias, as well as those who have created or facilitated programs and activities to promote diversity, harmony and human rights for all. This committee handles the nomination and selection of the awardees and works with the SCHRC staff to plan the event.

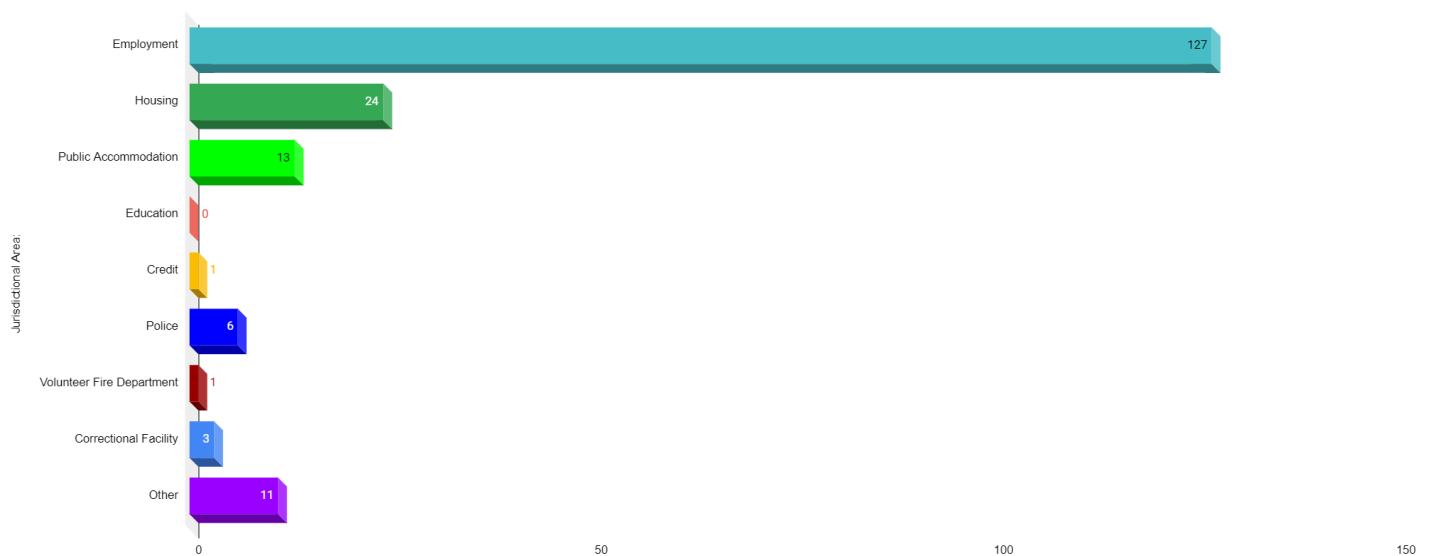
Social Media Committee

This committee refers to the process of gaining attention and marketing through social media sites in the County and via associations with other groups of significance associated with Suffolk County. As such, the Social Media Committee will work on social media marketing that will feed into the discovery of new content from the Commission as well as provide news and stories as it relates to the relevancy of the office’s mission.

Cases Opened by Jurisdictional Areas 2019



Number of Complaints Filed by Jurisdictional Area 2019

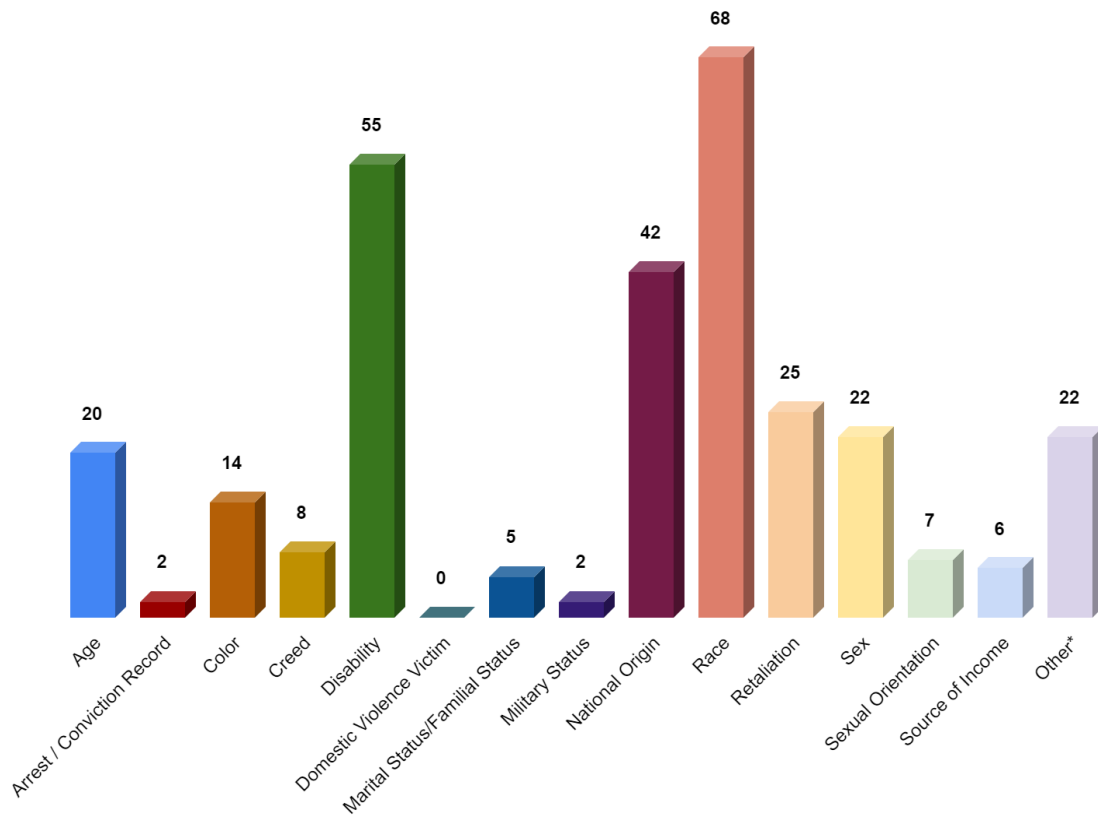


Protected Categories 2019

Number of complaints filed under each category protected by Law

Percentage of total complaints filed by protected category***

Age - 6.7%
 Arrest / Conviction Record - .7%
 Color - 4.7%
 Creed - 2.7%
 Disability - 18.5%
 Domestic Violence Victim - 0%
 Marital Status/Familial Status - 1.7%
 Military Status - .7%
 National Origin - 14.1%
 Race - 22.8%
 Retaliation - 8.4%
 Sex - 7.4%
 Sexual Orientation - 2.3%
 Source of Income - 2%
 Other - 7.4%



HUMAN RIGHTS COMMISSION INVESTIGATIVE STATISTICS	
2019	
Telephone Contacts:	2689
Personal Interviews:	221
Mail and Email Inquiries:	53
TOTAL REQUESTS FOR ASSISTANCE:	2963
TOTAL CASES OPENED:	186
<i>Jurisdictional Area:</i>	
Employment	127
Housing	24
Public Accommodation	13
Education	0
Credit	1
Police	6
Volunteer Fire Department	1
Correctional Facility	3
Other	11
<i>Protected Categories:</i>	
Sex	22
Race	68
Color	14
Age	20
National Origin	42
Disability	55
Creed	8
Arrest / Conviction Record	2
Marital Status	5
Sexual Orientation	7
Military Status	2
Domestic Violence Victim	0
Retaliation	25
Source of Income	6
Other	22
TOTAL CASES CLOSED:	180
<i>Reasons for Closings:</i>	
Insufficient basis for complaint	39
Trans. to NYSDHR pursuant to MOU	2
Complainant failed to pursue	22
Determined to be non-jurisdictional	32
Complaint withdrawn	21
Conciliated	15
"No Probable Cause"	8
"Probable Cause"	10
Complainant pursuing in Federal Court	1
Withdrawn w/ Benefits	16
Duplicate Filing	3
Other	11

2019 HOUSING STATISTICS

TOTAL NUMBER OF HOUSING-RELATED INQUIRIES – 78

HOUSING CASES OPENED – 24

Update: 24 Cases were opened and preliminary investigations were conducted based on the allegations presented. 3 Formal Complaints were filed. The protected categories included:

0	Race/Color
0	Disability
0	Marital Status
0	Familial Status
0	Sex
0	Sexual Orientation
0	Retaliation
3	Source of Income
0	Age
0	National Origin
0	Religion
0	Domestic Violence
0	Alienage/Citizenship
0	Other

HOUSING CASES CLOSED – 26

3	Insufficient Basis	0	No Probable Cause
6	Failed to Pursue	1	Probable Cause
3	Complaint Withdrawn	2	Duplicate Filing
4	Non-Jurisdictional	3	Withdrawn with Benefits
4	Conciliated		
3	Withdrawn with Benefits		

Exemplary Conciliations

Amount/Value	Jurisdictional Area	Protected Category	Summary
\$11,218.32	Employment	Sex, Disability	Employment (sex) Complainant, who is female and was pregnant at the time of filing the complaint, alleged she was subjected to discriminatory treatment by her supervisor, who continuously assigned her rigorous tasks and harshly reprimanded her, unlike her non-disabled co-workers. Complainant further claimed that the Respondent terminated her employment. After the Commission initiated contact, Respondent agreed to rehire the Complainant and provide her the lost wages.
\$67,000.00	Housing	Race	Complainant, who is African American alleged that the Respondent charged him fines and moved to foreclose his condominium property because the tenants he rented to were harboring a dog. Complainant claimed that several owners, who are white, rented to tenants who harbored dogs and they were not fined, and their property was not foreclosed. After the Commission commenced an investigation via a formal complaint, Respondent agreed to enter into a separate agreement with Complainant, where the foreclosure proceedings were ended and Complainant's fines were removed. The total dollar amount of fines were \$80,000 less than \$13,000 of attorney fees and common charges.
\$40,704	Employment	Age, Race, Sex, Retaliation	Employment (Age, Race, Sex and Retaliation) Complainant, who is Hispanic, alleged her supervisor subjected her to unequal treatment and retaliated against her for opposing discrimination. After the Division initiated contact with Respondent, the supervisor was separated from the company. Complainant has new supervision and expressed that her work conditions have improved.
\$5,000.00	Employment	Age, Race, National Origin	Complainant, a 69-year old appliance salesperson, claimed Respondent targeted him for termination because of his age, race and national origin. Respondent denied the allegations, claiming the reason for termination was Complainant's low sales figures. After reviewing sales figures, it was not clear that Complainant's sales figures were significantly lower than similarly situated sales associates who remained employed. As such, both parties agreed to settle the matter for a monetary amount of \$5,000.00.

Amount/Value	Jurisdictional Area	Protected Category	Summary
\$40,704.00	Housing	Source of Income	Housing (Source of Income) Complainant alleged the Respondent discriminated against and moved forward with evicting her because she attempted to utilize her section 8 voucher. Respondent denied the allegations and stated the Complainant was evicted for non-payment of rent. Mid-investigation the Respondent agreed to waive any and all rental arrears or fees owned by Complainant. A Pre-determination Conciliation Agreement was executed.
\$31,700.00	Housing	Disability	Complainant alleged that Respondent was refusing to renew the lease for his apartment for the following year, and alleged that it was disability-related, as both he and his wife used mobility devices. Respondent denied Complainant's allegations. After Commission intervened in the matter, Respondent agreed to renew Complainant's lease for the next year, and agreed to Complainant's accommodation request of replacing the kitchen and dining room floors, which were in need of repair. Lease Value (\$2,370*12=\$28,440) Floor replacement value (approx. \$3,260).
\$16,477.40	Housing	Source of Income	Housing (Source of Income) Complainant alleged the Respondent discriminated against and moved forward with evicting her because she attempted to utilize her section 8 voucher. Respondent denied the allegations and stated the Complainant was evicted for non-payment of rent. Mid-investigation the Respondent agreed to waive any and all rental arrears or fees owned by Complainant. A Pre-determination Conciliation Agreement was executed.
\$4,000.00	Employment	Race, National Origin, Creed	Employment (Race, National Origin, and Creed) Complainant, who is from Jamaica and Rastafarian, alleged his supervisor denied his repeated requests to observe the Sabbath. Complainant further claimed Respondent terminated his employment due to his membership to protected categories. The Commission filed a Formal Complainant and prior to issuing a Probable Cause recommendation the Respondent agreed to pay \$4,000.00 and provide a neutral reference

Suffolk County Human Rights Commission

Community Outreach

The Human Rights Commission achieves its mandates and provides critical services at a local level to county residents. It maintains offices in both Hauppauge and Riverhead. As a result, the Commission is more accessible to residents than the state and federal agencies.

The Commission's ability to process complaints in a timely fashion and to mediate situations is of great benefit to those who face unlawful discrimination as well as to the companies facing charges of discrimination. Local businesses can often avoid lengthy and costly legal proceedings to defend charges, while at the same time, rapid relief is granted to complainants through the conciliation of disputes.

Community and education are integral parts of the Commission's mission. In 2019, the Commission hosted and/or participated in the events listed on the following page.

2019 Community Outreach

January 15, 2019 – Exec. Dir. Lott participated in Unity Day (“SOUL: Sending Out Universal Love: Mental Health & Wellness”) at SCCC Van Nostrand Theatre, Brentwood, NY

January 30, 2019 – Suffolk County Disability Advisory Board

February 22, 2019 - “Know Your Rights,” 10am-1pm, Touro Law Center, Co-hosted by U.S. EOC, NYSDHR and SCHRC

February 26, 2019 – Public Interest Job Fair at Touro Law Center

February 27, 2019 – Suffolk County Disability Advisory Board

March 6, 2019 – Presentation at Touro Law Center regarding Fair Housing Laws

March 20, 2019 – Presentation for Suffolk County Women’s Bar Association regarding the new RISE Act

March 27, 2019 – Suffolk County Disability Advisory Board

April 8, 2019 – Support Staff Training, Touro Law Center

April 17, 2019 – Health Symposium, “Achieving Health Equity and Disparity Reduction: A Conversation with Local Leaders and Community”

April 18, 2019 – Boomers and Seniors Fair at Middle Country Public Library

April 30, 2019 – “Fair Housing Is A Human Right” at St. Joseph’s College co-sponsored by NYSDHR.

May 11, 2019 - SCHRC co-sponsored “Philosophical Explanation in an Age of Rhetoric: An Undergraduate and High School Philosophy Conference, at Stony Brook University.

May 13, 2019 – ABTF and SCHRC sponsored presentation by SCPD Hate Crimes Unit, 100 Vets Mem Hwy, H. Lee Dennison Bldg, Hauppauge, NY (west end)

May 15, 2019 - ABTF and SCHRC sponsored presentation by SCPD Hate Crimes Unit, at Suffolk County Community College, Riverhead campus (eastern Suffolk)

May 20, 2019 - 18th Annual ABTF Spring Convocation and Awards Breakfast

May 29, 2019 – Suffolk County Disability Advisory Board

June 18, 2019 – Commission participated in Access to Justice Legal Resources

June 20, 2019 – Staff Participated in One-Hour Webinar on GENDA & LGBTQ Rights in New York hosted by NYSDHR

August 2, 2019 – Director Lott participated in the Page Mock Program sponsored by the Suffolk County Legislature.

July 8, 2019 - The Suffolk County Review Committee for County Siting of Memorials and Symbols and Naming of County Facilities, Parks, and Roads meeting

July 31, 2019 – Language Access Meeting

September 5, 2019 – Staff attended the Veteran’s Human Rights Conference co-sponsored by NYSDHR.

September 18, 2019 – SCHRC Presentation at Brentwood Library

September 24, 2019 – Catholic Charities Quarterly Meeting

September 25, 2019 – LI LGBT Network Consortium Meeting

October 7, 2019 – Staff Members attended NYSDHR’s General Counsel Training w/Emphasis on New Legislation.

October 30, 2019 –Suffolk County Police Cadet Training

October 30, 2019 – Suffolk County Disabilities Advisory Board Meeting

November 6, 2019 – LIBOR Housing Law Presentation

December 6, 2019 – Catholic Charities Quarterly Meeting

December 9, 2019 - The Suffolk County Review Committee for County Siting of Memorials and Symbols and Naming of County Facilities, Parks, and Roads meeting.

December 20, 2019 – Suffolk County Police Cadet Training

The Suffolk County Inter-Faith Anti-Bias Task Force
18th Annual Spring Convocation
Awards Breakfast
May 20, 2019

Award Recipients



Judy Slead

Mrs. Slead is a survivor of the Holocaust who has partnered with Springs School in order to teach students and members of her community about her life, the work she has done, and the terrible effects that intolerance has had on the world. She has spoken to students at Springs School and has written a children's book aimed towards teaching the youth about diversity.

Coram School's Bus Drivers

School bus drivers are given the role of safely taking the students to and from school each day in all forms of weather for the students to be able to get educated. These drivers have recognized that they may be the only positive minded adult in the day to day lives of the students, and they have taken it upon themselves to encourage positive choices and showing the characteristics which make up the school name: Cooperation, Ownership, Respect, Aceptance, and Manners. The drivers file monthly progress reports with the school so their students can be rewarded as being "The Bus of the Month" and "Most Improved Bus." The drivers also send "Good News" cards home so the students can build a connection to them and their school.



The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



United Amigos Club of Huntington High School

Four years ago, Huntington High School teacher, Ms. Rosario Lorenzana, began gathering students after school that needed tutoring and help with learning English. Many other students quickly became interested and word spread that her classroom was not only a place for science and language review, but it provided students with other helpful information including understanding American culture and how to not be overwhelmed in a big high school. Soon the students who came to her classroom turned into a small community that provided students with a place to feel comfortable.

Rachel Lecesse

Rachel is a junior at Mattituck High School who used her concerns about anti-Semitic experiences at the school as a catalyst to expose her fellow students to the history and extremity of anti-Semitism. After learning of several anti-Semitic instances at the school, she made contact with the Nassau County Holocaust Museum, which she had visited in the past, and organized two assemblies for multiple grades with a speaker from the museum. She introduced herself and shared her positive and negative experiences with the students as well as why she was so troubled. After that, she introduced the speaker from the museum. Rachel organized the assemblies completely by herself and they had shown to be very successful.



Award Recipients



Hayley Thompson & Corelis Abreu of the ACE Program at Bay Shore High School

Hayley and Corelis have played key roles in the organization of the ACE program, which is a period of socialization for students on the Autism Spectrum. This allows them to interact with students receiving a regular education. These two students have organized a field trip and put together a fundraiser in order to help the special needs students pay for the trip.

Alyssa Sorensen

Alyssa is the president of the Young Leaders Organization, which is a community-based organization for which she has accumulated over 1,000 hours over the past two years. Alyssa organizes the events that are aimed at helping under privileged people of all age groups which are funded by the organization and she runs them and recruits people to come to come as well. She also volunteers at food drives and helps with some renovation processes at local homeless shelters.

Kiara Rafailan

Kiara is a member of the Young Leaders Organization and has given many hours of community service for the activities run by the program. She has volunteered at food drives and has worked at Unity Day, needing to work with different cultures to bring together people of the community. She works to assist local homeless people, helps younger students who need assistance with schoolwork and is a proven great leader.



Kiara and Alyssa working the holiday parade

Award Recipients



Shawn Powell

Shawn is a member of the Young Leaders community service group and has volunteered many hours on different projects and events it has organized to give back to the community. He has volunteered at the Town of Huntington Holiday Parade, he has been involved in community clean-up days that focus on neighborhoods, streets and beaches. Shawn has also taken part in cleaning and painting a homeless shelter, involved himself in food drives and other programs that the Young Leaders group has been a part of.

Wendley Jean-Baptiste

Wendley is a member of the Youth Leaders Organization and has volunteered for many of the events and service activities run by the organization including food drives and Unity Day, brings together various cultures to create a sense of community. He also has helped to assist local homeless people and has shown himself to be a role model for those around him.

Nayeli Pinero

Nayeli volunteers for the Youth Leaders Organization and has focused many hours of her time into programs to assist the less fortunate such as participating in community clean up days to clean neighborhoods and streets, volunteering for Unity Day, which brings different cultures together to enhance the sense of community. She has also helped to clean and paint a homeless shelter, assisted with food drives, and has shown herself to be a valuable asset for her community.

The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



Sabia Akand

Sabia is a junior from Lindenhurst High School who has pushed for tolerance and acceptance of diversity in her local area by putting together a group of peers that promotes unity throughout her community. She is the president of Amnesty International and has put together a vigil to honor those refugees who are being persecuted and those who have passed away in all parts of the world. At this event, Sabia gave a speech dictating some of the effects of the refugee crisis which impacts much of the world. She does this work in order to educate her fellow students and community members about the struggles of refugees around the world.

Mary Grace Benolich

Mary Grace is an educator for the Mattituck-Cutchogue School District who has been a great role model for her students by making the classroom an environment for them and providing them with culturally responsive instruction. She is an active member of the district's Culture and Diversity Committee, pushing for more initiatives. She also provides her students with literature which addresses important social issues and volunteers to be a chaperone on any field trip that her students are on to make sure the experience is as meaningful as it can be.

Joi Garvin

Joi is a fifth grade teacher who has worked on developing her school's interfaith sharing program of sixth graders from B'nai Israel, the Selden Mosque and St. John Nepomucene RC.

The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



Vincenzo Ciaravino & Don Matlock of Newfield High School

Vincenzo has helped his community by providing those in need with food through food trucks as a member of the Lighthouse Mission and by volunteering at multiple soup kitchens at least once every week. He learned the human rights laws by completing the Suffolk County Executive Police Academy.

Don Matlock has been teaching at Newfield High School for 22 years, while there he has aided in organizing Black History Month and Women's History Month. He also works with students outside of the classroom and provides them with information on issues related to race, gender, equality, acceptance and behavior.

Jessica Alfano

Jessica works to help facilitate respect and compassion within her community by volunteering many hours to mentor children through multiple programs such as the Buddy Program, the Lego Program, the Veteran Writing Campaign and the Great Give Back Day. She communicates the ideas of acceptance and equality to these children while working with them.

Scott Alfano

Scott has completed the Suffolk County Executive Police Academy to learn community policing which gave him knowledge of human rights laws to help prevent discrimination and to give him information on how to maintain and promote a respectful and accepting community. Additionally, he volunteered at a local library to mentor children in multiple programs including the Buddy Program, the Veteran Writing Campaign and the Mutt Club.

The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



Snehla Daulatani & Rinni Bhansali of Half Hollow Hills High School

Snehla has volunteered at Huntington Hospital throughout high school, taking up various roles there. She researched at Hofstra University over the summer of 2018, greatly excelled in high school academia and has gone well beyond her classmates in the field of music, finishing as a finalist in an international piano competition.

Rinni was named a scholar in the 2019 Regeneron Science Talent Search and was awarded with the National Merit \$2,500 scholarship. He plans on pursuing a career in biomedical engineering.



Ian Goldstein, Joshua Krinick and Hannah Saks: Adopt-A-Survivor Project at the Dix Hills Jewish Center

This program was made to take a stand against prejudice and to promote acceptance in the community. While working with a Holocaust survivor, Nechama Gonenn, these students have learned her story and through discussion, interviews and the making of a short film they have delved into the ideas that go along with the origins of hatred and intolerance.



Regina Casale

Regina is a teacher at the Longwood Central School District. She is a human rights advocate who teaches her students how to see through a multicultural lens in order to look at the world without prejudice. Regina has provided students with extra programs at school that promote human rights such as "Diversity Day."

The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



The Chai Center's West Suffolk CTeen Chapter

The goal of this group of teenagers is to inspire other people of their age group who desire giving back to their community and to give them opportunities to do just that. CTeen West Suffolk has cooked meals for families in need, collected over \$2,500 for child cancer patients, donated and wrapped toys during the holidays, aided special needs children, and more. Through giving to those in need, the members of this chapter have gained positive character development while also helping their community.



Veronica Castillo

Veronica has been a volunteer for various programs for the Suffolk Branch of New York Civil Liberties Union. She specifically worked on Pathways to Racial and Education Equity, being a consistent volunteer working with children while their parents attend workshops. Veronica also worked for an organization which aids immigrant women involved in domestic violence concerns and gave these women a voice through civic engagement.



West Islip Student Ambassadors

This group promoted the ideals of openness, respect for everyone, and a welcoming community in their school. They accomplished this task by becoming members of the Town of Islip Anti-bias Task Force despite having already busy schedules due to school and other activities.

The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



Jaqueline Thomann

Jaqueline is the senior class president at Walt Whitman High School and she has worked very hard to facilitate an inclusive community for all students.

Oscar Hernandez

Oscar is a student worker in the Walt Whitman High School main office who made sure to always be available to help in making all parents and visitors comfortable regardless of any possible language barriers by being a translator when needed.

Ariana Lavin

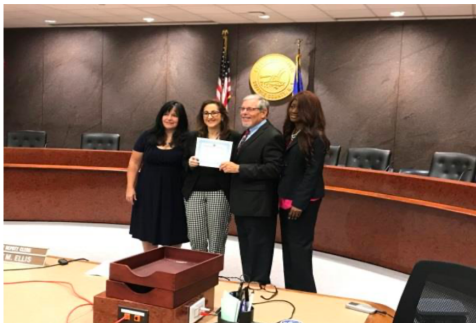
Ariana is a sophomore at Walt Whitman High School who has contributed greatly to her school community.

Colby Goldsmith

Colby is a junior class officer at Walt Whitman High School who has provided many opportunities for all students of his school. He has worked very hard to make the school experience better for everyone.

The Suffolk County Inter-Faith Anti-Bias Task Force

Award Recipients



The Budding friendships Program at Temple Beth Torah

The Budding Friendships Program at Temple Beth Torah connects teens with Jewish and non-Jewish children who have special needs. This program facilitates an inclusive community, where youth with differing abilities can come together.

3rd graders from Huntington Jewish Center and Huntington Muslim Youth Outreach

Through Long Island Inclusive Communities Against Hate (LIIAH), educators at religious schools have organized volunteer projects for the youth including interfaith volunteering for the homeless and a pen-pal project which educates about other religions and traditions. After the horrific shooting in a New Zealand Mosque, third graders at Huntington Jewish Center delivered goody bags to the Masjid Noor Mosque on Purim, a holiday with the tradition of exchanging treats with your neighbors to symbolize love, which was one week later. Soon after, children from Huntington Muslim Youth Outreach visited the 3rd grade religion class at Huntington Jewish Center with handmade bouquets of flowers, each with a loving thank you note. Then, the two groups of student spent time discussing their traditions and many things which they have in common.



Special thanks to



County Executive Steve Bellone, ABTF Co-Chair
Rabbi Dr. Steven A Moss, ABTF Co-Chair Rev.
JoAnn Barrett



DuWayne Gregory, Presiding Officer of Suffolk
County Legislature

Advocacy Groups & Government Agencies

Human Rights and Discrimination

Suffolk County Human Rights Commission (631) 853-5480

Civil Liberties

N.Y. Civil Liberties Union (212) 607-3300

Disabilities

Office for People with Disabilities (631) 853-8333

Domestic Violence

VIBS (631) 360-3730
VIBS HOTLINE (631) 360-3606

Housing

Long Island Housing Services (631) 567-5111

Gay & Lesbian

LGBT Network (516) 323-0011
LI Gay and Lesbian Youth (631) 665-2300

Gender

Mid-Suffolk NOW (631) 234-4747
Suffolk County Women's Services (631) 853-1603

Race

NAACP
Brookhaven Town (860) 556-1175
Central Long Island (631) 920-2378
Eastern Long Island (631) 903-9445
Huntington (631) 943-8791
Islip Town (585) 376-2227

Religion

Anti-Defamation League (212) 885-7700
L.I. Council of Churches (516) 565-0290

General

NYS Anti-Bias Hotline 1-888-392-3644
National AIDS Hotline 1-800-CDC-INFO

Town Anti-Bias Task Forces

Babylon

Marcus Duffin, Chair (631) 957-3088
Mduffin@townofbabylon.com

Brookhaven

Jonathan Sinnreich, Chair
abt1@brookhavenny.gov
Marie Michel, Esq., Co-Chair

East Hampton

Audrey Gaines
Audreygns@yahoo.com

Huntington

Carmen Kasper (631) 351-3304
Director, Human Services
CKasper@huntingtonny.gov

Helen Boxwill, Co-Chair (631) 748-9346
Hboxwill@gmail.com

Islip

Mary Louise Cohen, Chair (631) 495-0585
IslipAntiBiasTaskForce@gmail.com

Riverhead

Connie Lassandro, Chair (631) 727-6609
Cmlassandro@aol.com

Smithtown

Maria LaMalfa, Chair (631) 360-7512
abt1@smithtownny.gov

Southampton

James Banks, Chair (631) 548-2605
Banks@sunysuffolk.edu

Southold

Sonia Spar, Co-Chair (631) 765-5806
Valerie Shelby, Co-Chair
Denison@southoldny.gov



Steven Bellone

Suffolk County Executive



Co-Chairs:

Rev. JoAnn Barrett

Lynda Perdomo-Ayala, LMSW

Logo Courtesy of Young Leaders

Harris Morales
Alex Koumas
Latoya Strand
Lexi Mills

(631) 853-5480

Dear Fellow Residents,

The Suffolk County Interfaith Anti-Bias Task Force was established by the County Executive in 1991 to be a proactive agency in promoting tolerance and understanding. It is composed of concerned citizens who work together to address issues of prejudice and discrimination.

We seek to bring our neighbors together through advocacy, networking and various cultural and educational events. Many of these are planned in cooperation with other advocacy and government agencies.

In addition, each year at our Spring Convocation, we recognize individuals and school groups that distinguish themselves through their promotion of racial, ethnic and religious understanding.

Our strength lies in the Town Anti-Bias Task Forces that address local issues. They are listed in this brochure. You are encouraged to contact them if you have issues of prejudice and discrimination that should be addressed. You are also encouraged to join them in their work!

Lastly, it is our hope that this brochure will provide you with some important resources and tools to help us in our mission.

*Rev. JoAnn Barrett, Co-Chair
Lynda Perdomo-Ayala, Co-Chair*

Mission Statement

*Intolerance and prejudice against persons because of their race, ethnicity, age, disability, gender or sexual orientation tear at the fabric of a democratic and pluralistic society. Acts of violence based on such bias further alienates individuals and groups and serves to rob us of the crucial sense of security we all require in order to live, work and play or pray in our communities. In consideration of the destructive effects of prejudice and racism in our communities and in order to address this ongoing problem, the **Suffolk County Inter-Faith Anti-Bias Task Force** has been created.*

The Task Force is a non-partisan group that is a sub-committee of the Suffolk County Human Rights Commission. The Task Force is comprised of concerned citizens, government officials, representatives of the Hate Crimes Unit of SCPD, people from the field of education, clergy, and representatives of the town Task Forces all of whom work together to address the issue of prejudice and racism in any segment of our county. The Task Force will work to prevent and combat prejudice and racism and diffuse their destructive effects in several ways, including but not limited to:

1. *Reaching out in an impartial manner to bring together involved parties for dialogue;*

2. *Developing a network of local clergy and community representatives to develop responsible leadership, working in partnership with the Task Force;*
3. *Working with and through appropriate County channels to reduce the economic and societal pressures which lead to bias, hatred and misunderstanding;*
4. *Networking with governmental and law enforcement agencies to combat prejudice and its destructiveness;*
5. *Supporting programs of education to eliminate bias and hatred; and*
6. *Developing a significant and public presence in Suffolk County so that individuals, local groups and the media will be aware of the important and responsible services which the Task Force can provide*

To Report Bias Incidents Call 911

Police agency responsible for investigating bias incidents:

**Hate Crimes Unit
Suffolk County Police Department
7th Precinct
1491 William Floyd Parkway
Shirley, NY 11967**

General Number (631) 852-6323

<https://www.facebook.com/SCABTF/>
<https://www.suffolkcountyny.gov/Departments/Human-Rights-Commission/Inter-Faith-Anti-Bias-Task-Force>



Division of
Human Rights



FAIR HOUSING IS A HUMAN RIGHT

*An event **free** and **open** to the
public discussing the
protections that exist against
discrimination in housing*

**Light refreshments
will be served**

**APRIL 30TH
10 AM - 1 PM**

**ST. JOSEPH'S COLLEGE
AUDITORIUM
155 WEST ROE BLVD.
PATCHOGUE, NY, 11772**

RSVP at RSVP@dhr.ny.gov
or (718) 741-8301
If you need an
accommodation for
disability, contact
John.Herrion@dhr.ny.gov
(718) 741-8332

New Yorkers Are Protected from Housing Discrimination on the Basis of Lawful Source of Income

The New York State Human Rights Law was amended, effective April 12, 2019, to protect those who rely on any lawful source of income from discrimination in housing.

What sources of income are protected?

Lawful sources of income include, but are not limited to:

- child support
- alimony or spousal maintenance
- foster care subsidies
- social security benefits
- federal, state, or local public assistance
- federal, state, or local housing assistance
- any other form of lawful income

Housing assistance includes Section 8 or any other type of vouchers, or any other form of housing assistance, regardless of whether paid to the tenant or the landlord.

Who are persons who may not discriminate?

All housing providers and real estate professionals are required not to discriminate. These include:

- Owners, landlords
- Managing agents or companies
- Co-op boards and condominium associations
- Tenants seeking to sublet
- Real estate brokers and salespersons
- Any employee or agent of the above

What actions are discriminatory when based on a person's lawful source of income?

- Refusal to sell, rent or lease or otherwise deny public or private housing
- Providing different terms, conditions or privileges, or denying the use of facilities or services, of any public or private housing
- Making any advertisement, publication, statement, inquiry, record, or using a form of application for public or private housing which expresses any intent to limit or discriminate
- A real estate professional's refusal to negotiate for sale, rental or lease

It is not unlawful to ask about income, only to discriminate based on lawful sources of income.

Housing providers may ask about income, and about the source of income, and require documentation, in order to determine a person's ability to pay for the housing accommodation, but must accept all lawful sources of income equally.

A publicly-assisted housing accommodation may include eligibility criteria in statements, advertisements, publications or applications, and may make inquiry or request information to the extent necessary to determine eligibility. Such eligibility criteria must be only those required by federal or state law or programs.

Contact the Division of Human Rights for further information about your rights.

Retaliation for filing a complaint or opposing discrimination is unlawful

The Human Rights Law prohibits a housing provider or any other entity covered by the Human Rights Law from retaliating against an individual for filing a complaint of discrimination or otherwise opposing practices that are discriminatory.

What are other Human Rights Law protections in the area of housing?

The Human Rights Law also protects against housing discrimination on the basis of race, creed, color, disability, national origin, sexual orientation, gender identity or expression, military status, age, sex, marital status, and familial status.

More information is provided in the Division's publication entitled Fair Housing Guide, available on the Division's website.

Refusal by a housing provider to accept and treat equally any type of benefits received due to disability is also disability discrimination. See the Division's brochure Housing Rights of Persons with Disabilities, available on the Division's website.

Refusal by a housing provider to accept and treat equally child support, spousal support or foster care subsidies may also be familial or marital status discrimination.

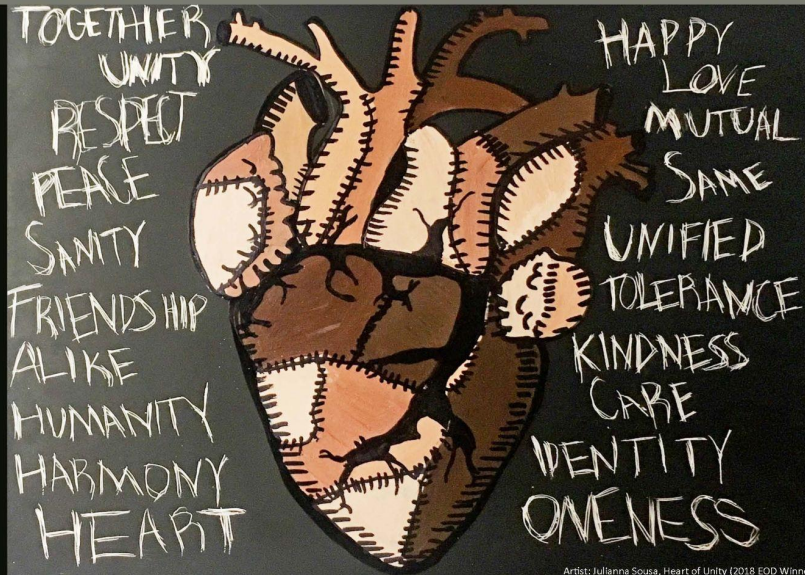
Limitations in the Human Rights Law

The New York State Human Rights Law does not cover: rental units in two-family homes occupied by the owner; rental in rooming houses occupied by the owner; rental of all rooms to persons of the same sex; certain senior housing.

—UNITY DAY 2019—

Unity Day is an annual event offered to middle and high school students as a way to unite young people from across Suffolk County and address the issues they confront each day.

This Year's Theme:
SOUL: Sending Out Universal Love
Mind, Body, and Soul
Mental Health and Wellness



Artist: Julianna Sousa, Heart of Unity (2018 EOD Winner)

January 15, 2019

10:00 a.m.—1:00 p.m.

Suffolk County Community College—Van Nostrand Theatre—Grant Campus—Brentwood, NY

Admission is Free · Seating is limited to 400 students · Reserve your spot today

Contact Jill Santiago, Program Specialist at santiaj@sunysuffolk.edu for further info

Sponsored by



Letter to Newsday Editor:
March 21, 2019

Overcome violence with love worldwide

It is difficult to comprehend how any individual can have such hatred in his heart to commit the horrific acts seen in Christchurch, New Zealand ["Terror at mosques in New Zealand," News, March 16].

The Suffolk County Human Rights Commission, the Anti-Bias Task Force and the Center for Social Justice and Human Understanding at Suffolk County Community College condemn this terrorist act of wanton murder and all acts of hatred and prejudice committed by individuals and groups anywhere in the world. We pledge to continue to work for the day when hatred shall be removed from the minds and hearts of humans and understanding, respect, and love will be the banner that all will hold high.

Rabbi Steven Moss,

Holbrook

MISSION STATEMENT

It shall be the duty of the Commission . . .

To foster mutual respect and understanding among all groups in the community, regardless of race, creed, color, national origin, sex, age, disability, marital status or sexual orientation.

To make such studies in any field of human relationship in the community as, in the judgment of the Commission, will aid in effectuating its general purposes and, where desirable, to make the results of such studies public.

To inquire into incidents of tension and conflict among or between various groups arising out of race, creed, color, national origin, sex, age, disability, marital status or sexual orientation and to take such action as may be designated to alleviate such tensions and conflicts.

To conduct and recommend such educational programs as, in the judgment of the Commission, will increase goodwill among inhabitants of the community and open new opportunities into all phases of community life for all inhabitants.

To receive, accept, use, administer, and expend public grants and private gifts, donations, or bequests and other payments, goods, and services when authorized by local law or resolution of the County Legislature.

To investigate complaints and to report them to the New York State Division of Human Rights and/or to other public bodies so empowered, and investigate such cases alleging unlawful discrimination practices under Article 15 of the New York State Executive Law and related anti-discrimination laws.

The Suffolk County Human Rights Commission

Staff

Dawn A. Lott, Esq.
Executive Director

Lorena Gonzalez
Senior Investigator

James Kokindo
Investigator

Natalie Longworth
Investigator

Jennifer Rodriguez
Investigator
Spanish Speaking

Commissioners

Rabbi Dr. Steven A. Moss,
Chairperson

Lynda Perdomo-Ayala, LMSW
Vice-Chair

Michelle Bonnie Cannon

Rachel Lee Davis

Michele T. Del Monte

Mark Epstein, Esq.

Beena Kothari

Augustus G. Mantia, M.D.

Gary Mar, Ph.D.

Carolyn G. Peabody, Ph.D.

Dr. Hafiz ur Rehman

Luis E. Rodriguez, Esq.

Luis Valenzuela, Ph.D.

Dionne Walker-Belgrave

Yu-wan Wang, Ed.D.

A Special Thank You To

Touro Law Center-Health
Related Projects Touro
School of Health Sciences
Lamia Kadiruzzaman
Syndie Molina

Dean Emeritus Glickstein

SCHRC Health Committee:
Michele Del Monte
Dr. Augustus G. Mantia
Lynda Perdomo-Ayala

Alice Mo, SCHRC Intern

Visit our website at:
[www.SuffolkCountyNY.Gov/Departments/
Human-Rights-Commission](http://www.SuffolkCountyNY.Gov/Departments/Human-Rights-Commission)



Steven Bellone
County Executive

The Suffolk County Human Rights Commission, Touro Law Center-Health Law Projects and Touro School of Health Sciences

ACHIEVING HEALTH EQUITY AND DISPARITY REDUCTION: A Conversation with Local Leaders and Community



April 17, 2019
9:00 am - 1:00 pm

Touro Law Center
225 Eastview Drive
Central Islip, NY 11722

PROGRAM

- 8:30 Registration**
- 9:05 Welcome Remarks**
Linda Baurie, Assistant Dean, Touro Law Center
Rabbi Dr. Steven A. Moss, Chairperson, SCHRC
- 9:10 Invocation**
Father Stan Wadowski, Pastor, St. Anne's Roman Catholic Church, Brentwood, NY
- Pledge of Allegiance**
- Program Overview** - Dr. Augustus G. Mantia
SCHRC Commission Member & Health Committee Chair
- 9:15 State of County Health**
Gregson H. Pigott, M.D.
Director, Office of Minority Health (OMH)
Suffolk County Department of Health Services
- 9:30 How Suffolk County Health Scores Statewide**
Legislator William R. Spencer, M.D.
18th Legislative District & Legislative Chair of Health Committee
- 9:45 Health Is A Civil Right**
Dean Harry Ballan
Dean & Professor of Law, Touro Law Center
- 10:00 Civil Rights Issues in Health Care**
Cathleen G. Cachero
Equal Opportunity Specialist, US Dept. of Health & Human Services, Office of Civil Rights
- 10:15 2019 Challenges to Medicaid**
Rebecca Sanin
President / CEO, Health & Welfare Council of Long Island
- 10:30 Coffee Break**
- 10:40 Northwell**
Sabina Zak RPAC,
Vice Pres., Community Health
- 10:55 Suffolk Care Collaborative**
Althea Williams, MBA, PCMH-CCE
Director, Community and Practice Transformation

- 11:15 Hudson River**
Donna Vitolo
- 11:30 Break**
- 11:40 Open Session*** - Dr. Mantia, Moderator
Touro Law Center—Health Law Projects
Touro School of Health Science
Mark Ustin, Esq., Partner, Farrell Fritz, P.C.
Consumer Advocates
- 12:50 Closing Remarks**
Lynda Perdomo-Ayala, Co-Chair, SCHRC
Howard Glickstein, Dean Emeritus, Touro Law Center
- Consumer Advocates**
Association for Mental Health & Wellness
Anti-Bias Task Forces
Brookhaven East Hampton Islip
Huntington Smithtown
Colleges of Social Work
Adelphi Hofstra Westbury Touro
LIU CW Post Molloy
Long Island Immigrant Alliance
National Association of Puerto Rican & Hispanic Social Workers
Pronto
Shinnecock Nation-Southampton

***AN OPEN HEARING WILL BE HELD
AFTER THE PANEL PRESENTATION
TO ADDRESS
QUESTIONS AND CONCERNS**



Why are we holding this forum?

According to 2019 County Health Rankings, Nassau County was ranked #2 in Health Outcomes while Suffolk County was ranked #16. Factors that influence this rating include length of life, quality of life, clinical care, etc. But what are the underlying reasons behind our statistics?

Racial and ethnic minorities suffer from worse health and receive lower quality care than whites regardless of income, insurance coverage, or where they live. Health disparities also exist based on lifestyle choices, age, and sexual orientation (SUNY Downstate, 2019).

In order to provide better care to our population, we must examine the quality of health and healthcare across racial, ethnic, and socioeconomic groups (Health Policy Institute of Ohio).

There is a need for conversations among physicians, workforce, payers, and patients themselves to discuss the existing problems, the possible solutions, and how they can be implemented in our community.

The Suffolk County Human Rights Commission
Touro Law Center-Health Law Projects
and Touro School of Health Sciences

present

**ACHIEVING HEALTH EQUITY AND
DISPARITY REDUCTION:
Conversation With Local Leaders and Community**

**Touro Law Center
April 17, 2019
9am – 1pm**

Speaker Biographies

AUGUSTUS G. MANTIA, M.D., appointed to the Commission in 1998, is an Associate Professor of Medicine, Family Practice and Psychiatry at Stony Brook University. Dr. Mantia has had a clinical practice in the Smithtown Community for over 30 years, and he is a strong proponent of equality in health care. In 2005, Dr. Mantia, in conjunction with Stony Brook University and the First Baptist Church of Riverhead, received a grant from the W.K. Kellogg Foundation for Project Care, a program to develop computer home monitoring for chronic medical conditions. Dr. Mantia was also appointed to the NY State Department of Health's Medicaid Advisory Committee by the NY State Senate and Governor George Pataki. Dr. Mantia volunteers his time to serve his community as the Hauppauge Volunteer Fire Department's Surgeon who oversees all medical response and protocols for the Emergency Medical Response Teams and defibrillator programs. In July 2008, Dr. Mantia was appointed as a Deputy Fire Coordinator-Medical Doctor for the County of Suffolk. In 2008, he was also selected for appointment to the position of Critical Incident Police Surgeon for the Suffolk County Police Department. His appointment followed successful completion of critical training in FEMA Incident Management, Weapons of Mass Destruction, Police Department field operations and protocols, and certification as a Field Physician by the Suffolk County Department of Health Division of EMS. Dr. Mantia has been acknowledged as a "Hometown Humanitarian" by the Suffolk County Legislature and was named the 2012 Physician of Excellence by the Suffolk Regional Emergency Medical Services Council. Dr. Mantia serves as Co-Chair of the Health Committee and Chair of the Commission's Housing Committee.



GREGSON H. PIGOTT, MD, MPH has been Director of the Office of Minority Health (OMH) in the Suffolk County Department of Health Services in Long Island, NY since June, 2009. He was born in Brooklyn, NY, and grew up in Valley Stream, Long Island. He holds a BA from Brown University, a MD from Brown University Medical School, and a MPH from Harvard School of Public Health. He completed his residency training in Internal Medicine at the Cambridge Hospital in 1997. He is Board Certified in Internal Medicine, and is a Clinical Assistant Professor in Preventive Medicine at Stony Brook University. He has worked as a primary care internist and attending physician in community health centers in Brownsville, Brooklyn and Cambridge, Massachusetts, caring mainly for the underserved.

Since 2012, Dr. Pigott has served as the Medical Director for Suffolk County Emergency Medical Services and also as a physician in the Huntington methadone treatment program, providing the most widely known medication assisted treatment to County residents suffering with opioid use disorder. As EMS Medical Director, he is responsible for the clinical oversight of over 2,000 Advanced & Basic Life Support Emergency Medical Technicians in Suffolk County. He is also at the forefront in battling the opioid epidemic, serving as the clinical director for the health department's naloxone training program, assisting in getting the opioid overdose reversal drug to

thousands of County residents since 2013. Dr. Pigott is fluent in Spanish and is an accomplished Gospel and jazz musician. He continues to be passionate about improving the health of minorities.



Dr. WILLIAM R. SPENCER is a practicing physician and Legislator representing the 18th Legislative District of Suffolk County. As the first physician to serve on the Legislature since its inception in 1970, he is passionate about bettering the community and quality of life for families.

Dr. Spencer received his higher education at Wesleyan University; Connecticut Missionary Baptist Association; and University of Connecticut School of Medicine. After finishing medical school, he moved on to St. Vincent's Hospital and Medical Center in New York City, where he completed his internship and residency in surgery. He completed his residency in Otolaryngology at New York Eye and Ear Infirmary, and his fellowship in Pediatric Otolaryngology at the University of Miami in 2000. That same year, he started his own private practice in Huntington, NY. He is currently the Chief of Otolaryngology at Huntington Hospital, and an Associate Clinical Professor at Stony Brook University Hospital.

In 2012, Dr. Spencer was sworn in to serve his first term as the Suffolk County Legislator and was re-elected in 2013, 2015 and 2017 for his second, third and fourth terms. Since January of 2012, Legislator Spencer has sponsored more than 150 resolutions, with a majority of them related to public health, the environment and safety issues. Of great concern to Legislator Spencer are the issues of protecting and improving the environment and water quality, tackling the gang and opioid epidemic, keeping communities violence-free, supporting economic development and infrastructure, championing public health and providing meaningful services for youth, veterans and seniors.



HARRY BALLAN is the Dean and Professor of Law of Touro College Jacob D. Fuschberg Law Center. He comes to Touro Law Center with more than 30 years of experience in higher education.

Since becoming Dean at Touro Law, Harry has strengthened the school's educational program, instituted formative assessments in the classroom, and initiated innovative outreach programs in the neighborhood that align with the school's mission. Dean Ballan has brought new focus to pro bono projects and clinical programs to ensure law students are getting hands on learning

The Suffolk County Human Rights Commission, Touro Law Center –
Health Law Projects and Touro School of Health Sciences

ACHIEVING HEALTH EQUITY AND DISPARITY REDUCTION Conversation With Local Leaders and Community

April 17, 2019



L to r: Touro Law Students, Lamia Kadiruzzaman and Syndie Molina; Dr. Jeanette Phillips, Exec VP – Hudson River Health Care; Cathleen Cachero, Office of Civil Rights; Dawn Lott, Exec Dir SCHRC; Dr. Gregson Pigott, Director Office of Minority Health; Althea Williams- Director Community & Practice Transformation; Dr. Augustus Mantia, Chair HRC Health Cmtee; Lynda Perdomo-Ayala, Vice-Chair SCHRC; Mark Ustin, Esq. –Partner Farrel Fritz, P.C.



Rebecca Sanin, Pres & CEO, Health & Welfare Council of Long Island





September 23rd 6-8pm

POWER OF INCLUSION
Third Annual Longwood
Community BBQ



Granny Road Park
613 Granny Road, Medford 11763

Supported by Middle Island Teachers Association

TOURO LAW CENTER'S 12TH ANNUAL

JOB FAIR

PUBLIC INTEREST



**TUESDAY, FEBRUARY 26, 2019
12:30-5:30 P.M. • TOURO LAW CENTER**

Your organization is invited to participate in Touro Law Center's 12th Annual Public Interest and Government Job Fair.

This is a great opportunity for you to meet and interact with Touro Law students, provide information regarding your organization and discuss summer and permanent job opportunities and fellowships.

To RSVP for this event, please email Cathy Cembrale at ccembrale@tourolaw.edu no later than Monday, February 18, 2019.

For questions or further information, please contact Peter Ausili, Assistant Dean for the Office of Career & Professional Development pausili@tourolaw.edu (631) 761-7030 or Tom Maligno, Executive Director of the Public Advocacy Center thomasm@tourolaw.edu (631) 761-7033.





Steven Bellone
County Executive

In Suffolk County, it is against the law to discriminate in housing based on:

Fair Housing means that you have the right to live wherever you choose and to be treated according to the same rules as everyone else.

When based on one or more protected categories, unlawful discriminatory practices may include those such as:

- ☞ Refusing to sell, rent or lease housing
- ☞ Misrepresenting the availability of housing
- ☞ Setting different conditions or privileges for the sale, rental or lease
- ☞ Discriminatory advertising
- ☞ Refusing to provide modifications or reasonable accommodations for people with disabilities
- ☞ Refusing to rent based on any lawful source of income, such as public assistance, Social Security or Housing Choice Vouchers
- ☞ Steering potential homebuyers to or away from an area because of a protected category
- ☞ Pressuring homeowners to sell because of racial, ethnic or other demographic changes
- ☞ Refusing to allow a service animal to reside with a tenant because of a "no pets" policy
- ☞ Threatening, intimidating or interfering with individuals in their enjoyment of a housing accommodation
- ☞ Retaliating against an individual who has filed a complaint

- ☞ Age
- ☞ Alienage or Citizenship Status
- ☞ Creed
- ☞ Disability
- ☞ Familial Status
- ☞ Gender
- ☞ Lawful Source of Income
- ☞ Marital Status
- ☞ Military Status / Veteran Status
- ☞ National Origin
- ☞ Race / Color
- ☞ Sexual Orientation
- ☞ Status as a Victim of Domestic Violence

Additional information may be found on our website:
<http://www.suffolkcountyny.gov/Departments/HumanRightsCommission>

If you believe you are a victim of housing discrimination, call the **Suffolk County Human Rights Commission** at **631-853-5480** to speak with an investigator.

Immigration status is not an impediment to filing.
Language assistance services available free of charge.

Main Office:

H. LEE DENNISON BLDG.
100 Veterans Memorial Highway
Hauppauge, NY 11788

Riverhead Center by appointment only

Telephone (631) 853-5480
Fax (631) 853-5478

Email:
Humanrights@suffolkcountyny.gov

Follow us on:

FACEBOOK



[SuffolkHumanRightsCommission](https://www.facebook.com/SuffolkHumanRightsCommission)

INSTAGRAM



[SCHUMANRIGHTS](https://www.instagram.com/SCHUMANRIGHTS)

Lynda Perdomo-Ayala, LMSW
Chairperson

Dawn A. Lott, Esq.
Executive Director



Steven Bellone
Ejecutivo Del Condado

En el Condado de Suffolk es ilegal discriminar en la vivienda por:

Usted tiene el derecho de vivir donde quiera que usted elija y ser tratado de acuerdo a las mismas reglas que todo los demás.

Cuando se base en una o más categorías protegidas, las prácticas discriminatorias ilegales pueden incluir:

- 🏠 Negar la venta, alquiler o arrendamiento de viviendas
- 🏠 Falsificar la disponibilidad de viviendas
- 🏠 Establecer condiciones o privilegios diferentes para la venta, alquiler o arrendamiento
- 🏠 Anuncios discriminatorios
- 🏠 Negarse a proporcionar modificaciones o ajustes razonables para las personas con discapacidad
- 🏠 Negarse a alquilar a base de cualquier fuente legal de ingresos, como la asistencia pública, el Seguro Social o los Vales de Elección de Vivienda
- 🏠 Guiar a posibles compradores hacia o fuera de una zona a causa de una categoría protegida
- 🏠 Presionar a los propietarios a vender debido a cambios demográficos raciales, étnicos u otros
- 🏠 No permitir que un animal de servicio viva con un inquilino debido a una póliza que no permite mascotas.
- 🏠 Amenazar, intimidar o interferir con las personas en el disfrute de una vivienda
- 🏠 Tomar represalias contra un individuo que ha presentado una queja.

- Raza
- Color
- Credo
- Edad
- Origen Nacional
- Estado de Ciudadanía
- Sexo
- Orientación Sexual
- Discapacidad
- Estado Civil
- Estado Familiar
- Estado Militar
- Condición de Veterano
- Condición de Víctima de Violencia Domestica
- Fuente Legal de Ingresos

(** la fuente legal de ingresos sólo se aplica a ventas, alquileres, o arrendamientos ofrecidos por cualquier persona con tres o más alojamientos de vivienda en el Condado de Suffolk.)

Información adicional se puede encontrar en nuestro sitio web:
<http://www.suffolkcountyny.gov/Departments/HumanRightsCommission>

Si usted cree que ha sido víctima de discriminación en la vivienda llame a la **Comisión de Derechos Humanos del Condado de Suffolk** al **631-853-5480** para hablar con un investigador.

Su estado migratorio no será un impedimento para presentar una denuncia. Servicios de asistencia lingüística disponibles gratuitamente.

Oficina Principal:

H. LEE DENNISON BLDG.
100 Veterans Memorial Highway
Hauppauge, NY 11788

Riverhead (Solo con cita previa)

Teléfono: (631) 853-5480

Fax (631) 853-5478

Correo Electronico:

Humanrights@suffolkcountyny.gov

Lynda Perdomo-Ayala, LMSW
Presidente

Síguenos en:

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SuffolkHumanRightsCommission

SCHUMANRIGHTS

Dawn A. Lott, Esq.
Directora Ejecutiva

KNOW YOUR RIGHTS...



Steven Bellone, County Executive

THE SUFFOLK COUNTY HUMAN RIGHTS COMMISSION

is here to help you!

DISCRIMINATION is ILLEGAL!

**in Employment, Housing, Credit,
Education, Places of Public Accommodation,
and Volunteer Firefighting**

Call to speak with an Investigator

if you believe you have been treated unfairly because of your

Race ▪ Color ▪ Age ▪ Disability ▪ Gender

National Origin ▪ Sexual Orientation ▪ Salary Inquiry

Marital Status ▪ Familial Status ▪ Creed

Arrest/Conviction Record ▪ Alienage or Citizenship Status

Veteran Status ▪ Military Status ▪ Lawful Source of Income

Pregnancy or because you are a Victim of Domestic Violence

There is no fee charged for our services! Call for confidential advice and assistance. Our professional staff will assess your allegations and your options will be explained. Immigration status is not an impediment to filing.

Language assistance services available free of charge.

www.SuffolkCountyNY.gov/Departments/HumanRightsCommission

E-mail: Humanrights@suffolkcountyny.gov

Lynda Perdomo-Ayala, LMSW
Chairperson

Dawn A. Lott, Esq.
Executive Director

Main Office:
H. LEE DENNISON BLDG.
100 Veterans Memorial Highway
Hauppauge, NY 11788

Riverhead Center by Appointment Only

Telephone (631) 853-5480
Fax (631) 853-5478

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SCHUMANRIGHTS

CONOZCA SUS DERECHOS...



Steven Bellone, Ejecutivo del Condado

LA COMISIÓN DE DERECHOS HUMANOS DEL CONDADO DE SUFFOLK

está aquí para ayudarle!

es ILEGAL DISCRIMINAR!

en el Empleo, la Vivienda, el Crédito,

Los Lugares Públicos,

y los Bomberos Voluntarios

Llámenos para hablar con un Investigador

si cree que ha sido tratado injustamente debido a su

Raza ▪ Color ▪ Edad ▪ Discapacidad ▪ Sexo/Género

Origen Nacional ▪ Orientación Sexual ▪ Estado Civil

Preguntas de Salario en Empleo ▪ Estado Familiar ▪ Credo

Previas Condenas/Antecedentes de Arresto ▪ Estado de Ciudadanía

Condición de Veterano ▪ Estado Militar ▪ Fuente Legal de Ingresos

Embarazo o por ser Víctima de Violencia Doméstica

No cobramos por nuestros servicios! Llame para una consulta confidencial.
Nuestro personal profesional evaluará sus alegaciones y le explicará sus opciones.
Su estado migratorio no será un impedimento para presentar una denuncia.
Servicios de asistencia lingüística disponibles gratuitamente.

www.SuffolkCountyNY.gov/Departments/HumanRightsCommission

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Presidente

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SCHUMANRIGHTS



Steven Bellone
County Executive

SUFFOLK COUNTY HUMAN RIGHTS COMMISSION

H. LEE DENNISON BUILDING - 1st FLOOR

100 VETERANS HIGHWAY

HAUPPAUGE NY 11788

www.SuffolkHumanRights.org

• Contact us at

(631) 853-5480

• Visit our website at

www.SuffolkHumanRights.org

NYS Human Rights Law Expanded to Include Victims of Domestic Violence

Effective July 2009, it became illegal for employers to discriminate against victims of domestic violence by refusing to hire, denying promotions, refusing requests for leave time, or subjection to other unequal terms, conditions, or privileges of employment because they are victims of domestic violence.

To file a complaint with the
Human Rights Commission
Call (631) 853-5480

It is also unlawful for an employer to retaliate against a victim for filing a complaint

The Suffolk County Human Rights Commission can now accept complaints from individuals who feel that their employer may have discriminated against them because they are a victim of domestic violence.

Sometimes an employer finds out that you are a victim of domestic violence when they learn that you obtained an order of protection, or when the perpetrator comes to your worksite. ***Your employment may not be terminated simply because you are a victim of domestic violence.*** If the perpetrator is presenting a dangerous situation for you or other employees, the police should be called. Pursuant to NY Penal Law, it is also illegal for an employer to take action against an employee who is a victim of a crime for taking time off to appear in court as a witness, to consult with a district attorney, or to obtain an order of protection.

Also, victims of domestic violence must deal with complex and unique circumstances in their lives. They may need to take time off from work for medical or mental health care. The Human Rights Law requires employers to provide the same accommodation as they would for employees in other circumstances. Under the Human Rights Law, it would be discriminatory to treat a victim of domestic violence, who is trying to achieve financial independence from their abuser, any differently than employees who need time off for other reasons.



Steven Bellone
Ejecutivo del Condado

LA COMISIÓN DE LOS DERECHOS HUMANOS DEL CONDADO DE SUFFOLK

H. LEE DENNISON BUILDING - 1º PISO

100 VETERANS HIGHWAY

HAUPPAUGE NY 11788

www.SuffolkHumanRights.org

• Llámenos a

(631) 853-5480

• Visite nuestra página de internet!

www.SuffolkHumanRights.org

La Ley de los Derechos Humanos del Estado de Nueva York se Extiende para Incluir Víctimas de Violencia Doméstica

***Efectivo Julio 2009, es ilegal
que un empleador discrimine en
contra de víctimas de violencia
doméstica al rehusar contratar
para trabajo, negar promoción,
rechazar petición para tiempo
libre, o ser sujeto a otros
terminos de desigualdad,
condiciones, o privilegios de
empleo porque son víctimas de
violencia doméstica.***

**Para llenar una querella con
La Comisión de Derechos Humanos
Lláme al (631) 853-5480**

***Es contra la ley que un empleador tome represalias
contra una víctima por haber llenado una querella.***

**La Comisión de Derechos
Humanos del Condado de
Suffolk ahora acepta
querellas de individuos que
creen haber sido
discriminados por su
empleador por ser víctimas
de violencia doméstica.**

Algunas veces un empleador se entera de que usted es víctima de violencia doméstica, cuando ellos se enteran de que usted ha obtenido una orden de protección, o cuando el abusador visita su sitio de trabajo. ***Su trabajo no puede ser terminado simplemente porque usted es una víctima de violencia doméstica.*** Si su abusador presenta una situación peligrosa para usted y otros empleados, la policía debe ser llamada inmediatamente. De acuerdo a la Ley Penal de NY, es también ilegal que un empleador tome acción en contra de un empleado que es víctima de un crimen por tomar tiempo libre para asistir a corte como testigo, para consultar con un fiscal del distrito, o para obtener una orden de protección. Además, víctimas de violencia doméstica, también tienen que tratar con las presentes circunstancias complejas y únicas en sus vidas. Quizás necesitan tomar tiempo libre del trabajo para tratamiento médico o mental. La Ley de Derechos Humanos requiere que empleadores provean los mismos derechos que a cualquier otro empleado en otras circunstancias. Bajo la Ley de Derechos Humanos, es discriminatorio tratar a una víctima de violencia doméstica, quien está tratando de obtener independencia económica de su abusador, con cualquier diferencia comparada a empleados que solicitan tomar día libre por algunas otras razones.

The Suffolk County Human Rights Commission

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