



Steven Bellone
County Executive

The Suffolk County Human Rights Commission



2020 Annual Report

Lynda Perdomo-Ayala, LMSW, CLC.
Chairperson

Dawn A. Lott, Esq.
Executive Director

COUNTY OF SUFFOLK



STEVEN BELLONE
SUFFOLK COUNTY EXECUTIVE

DAWN A. LOTT, Esq.
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 Cohen
Residents of Suffolk County

The Suffolk County Human Rights Commission is pleased to present its 2020 Annual Report. This year was challenging and tumultuous times for us all with the advent of a global pandemic, increased acts of xenophobia and racism which prompted protests and rallies demanding social justice and reform. The Annual Report reflects our response to those challenges and further illustrates the Commission's methodology, structure, protocols and statistics that highlight the Commission's hard work throughout the year. The Annual Report also showcases our exceptional Commission Members and staff that help us advance our mission to create a community free from illegal discrimination and bias, ensuring that all individuals are treated with dignity and respect and that all people in Suffolk County are afforded an equal and fair opportunity to enjoy a full and productive life.

First and foremost, the Suffolk County Human Rights Commission extends its deepest sympathy and condolences to the family of Mark J. Epstein, Esq., who was appointed a Commissioner in 2008 and passed away in June 2020 (*see Tribute*). Mark was instrumental in advancing the mission of the Human Rights Commission, and we will be eternally grateful for his dedication and service.

Regarding internal changes, 2020 brought the appointment of three new Commissioners: Elizabeth Bosjza, Dr. Brooke Ellison, and Rabbi Lina Zerbarini. In addition, longtime Commissioner Michele DelMonte was designated Commissioner Emeritus.

Following Newsday's three-year investigation that uncovered evidence of extensive steering of consumers based upon race, thereby reinforcing the substantial racial divide in Long Island housing, the Suffolk County Fair Housing Task Force was created to address the disturbing report. The Commission and its Chair, Lynda Perdomo-Ayala were appointed Task Force Members.

On January 14th, the Commission co-sponsored its annual Unity Day titled "How We Heal: Addressing Racial Division." The day focused on connecting cultures and histories of students with diverse backgrounds, to create change. It was a success, garnering about 200 High School and Middle School students.

Heartbroken, outraged and horrified over the tragic death of George Floyd, the Commission and the Anti-Bias Task Force issued a joint statement demanding the dismantling of systemic racism and the end of racial violence and injustice. The Commission in its press release, also condemned the display of any symbol of racism, including the confederate flag displayed on a Brookhaven Fire Department Truck. “This act created great concern for the Suffolk resident who care about inclusion and living peacefully among all citizens.”

Chairperson Lynda Perdomo-Ayala was one among many community stakeholders, elected and law enforcement representatives, appointed to the Suffolk County Police Reform & Reinvention Task Force created by County Executive Bellone in September 2020, in response to Cuomo’s Executive Order 203, issued on June 12th, requiring each local government in New York adopt a policing reform plan addressing racial bias and disproportionate policing of communities of color, aimed at maintaining public safety while building trust and respect between the police and the community. To gain insight into civilians’ interests and input regarding police reform in Suffolk County, listening sessions were conducted virtually from late October to late December, each focusing on a different sector of the county and providing residents the opportunity to speak before Task Force members.

In November, the City & State New York publication recognized Chairperson Perdomo-Ayala as one of "The 2020 Long Island Power 100" citing her letter to Newsday urging Long Islanders to stand against racism.

The ability to fight discrimination and take a stand was strengthened by several amendments to the Suffolk County Human Rights Law, Chapter 528. Article I was amended to prohibit individuals from making false criminal allegations to law enforcement agencies based on one’s own animosity, antipathy or bias. Chapter 528, Article I, §528-3(E). Another amendment added as a protected class “visible traits” defined as natural hair texture, protective hairstyles (including braids, locks and twists) and the donning of religious garments or items. Chapter 528, Article II, §528-6.

Although the pandemic required staff to work remotely for months, 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 2020, the Human Rights Commission received 1,863 requests for assistance and opened 91 cases, of which 68% were in the employment category. 128 cases were closed. The total conciliation value was \$55,280.00, which includes monetary damages received by Complainants. These numbers show a decrease from 2019, during which 186 cases were opened and 180 cases were closed. Between 2019 and 2020, there were notable increases in the percentage of cases relating to race (37% to 49%) and color (8% to 15%). Even though the overall complaints were down in 2020 due to COVID-19, the end of 2020 saw an increase in inquiries related to public accommodations regarding the reopening of public facilities, as well as an increase in employment cases due to the pandemic's impact on the workforce.

In these unprecedented times, 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.

The year reinforced the importance of our agency and the breadth of work needed for a just society. The Suffolk County Human Rights Commission will continue working its 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, inclusion and human rights for all citizens.

Respectfully submitted,



Lynda Perdomo-Ayala, LMSW, CLC
Chairperson



Dawn A. Lott, Esq.
Executive Director

IN MEMORY



Mark Jay Epstein

1964-2020

The Suffolk County Human Rights Commission extends its deepest sympathy and condolence to the family of Mark J. Epstein, Esq., who served as Commissioner since 2008. Mark was instrumental in advancing the mission of the Human Rights Commission, which is 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. He will be remembered as a dear friend, colleague, and advocate for social justice. The Commission will be eternally grateful for Mark's service and contributions.



Lynda Perdomo-Ayala, LMSW

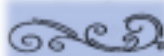
Chairperson, Suffolk County Human Rights Commission

I was truly shocked and saddened when I heard of the loss of our dear friend Mark J. Epstein. Although Mark was a prominent attorney who was active in issues of Human Rights, he was a noticeable advocate and Chair for the Long Island Rail Road Commuter Council and Chair of the Suffolk County Jewish Advisory Board. He was the very essence of compassion, and duty. All over the County he was a symbol of selfless humanity. Mark will forever be remembered for being the standard bearer for the rights of others. He will truly be missed, but I hope Noah and Aaron realize what a gentle humanistic giant their Father was. Until we meet again Mark!

Rabbi Dr. Steven A. Moss

Commissioner Emeritus, Immediate Past Chair

“Mark didn’t speak a lot. We were always impressed by the thoughtfulness that Mark brought to all our discussions. That is because he wanted to make sure that when he did speak, he said something significant, which he always did. He brought the Jewish sense of justice and ethical behavior and concern for the fixing of the inequalities of our society to the Commission.”



Dr. Gary Mar

Commissioner

“In addition to his service on the Suffolk County Human Rights Commission, Mark Epstein was committed to many projects that bore fruit and prospered. I think it is entirely appropriate to honor Mark’s wishes to plant a tree in Jerusalem. *“And he shall be like a tree planted by the rivers of water, that bringeth forth his fruit in his season; his leaf also shall not wither; and whatsoever he doeth shall prosper.”*”



Dr. Hafiz Ur Rehman

Commissioner

“I am deeply saddened and devastated over the loss of my friend. Mark was always a kind gentleman. We discussed very difficult topics amongst ourselves and he always ended with a hand-shake. He was a true gentleman.”



Dr. Dionne Walker Belgrave

Commissioner

“Mark was always a kind and gentle friend. I can't remember a time when he did not have a kind word to say whether it be in a greeting at meetings or in response to a facebook post. Mark you will truly be missed.”



Dawn Lott, Esq.

Executive Director

“When I first joined the Commission, Mark was welcoming and offered to assist whenever needed. He was thoughtful and evident was the love for his family, friends and community. Mark will always be in our hearts and memories.”

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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*

JaNeen West, *Investigator*

Diana Cuervo, *Spanish-Speaking Investigator*



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.

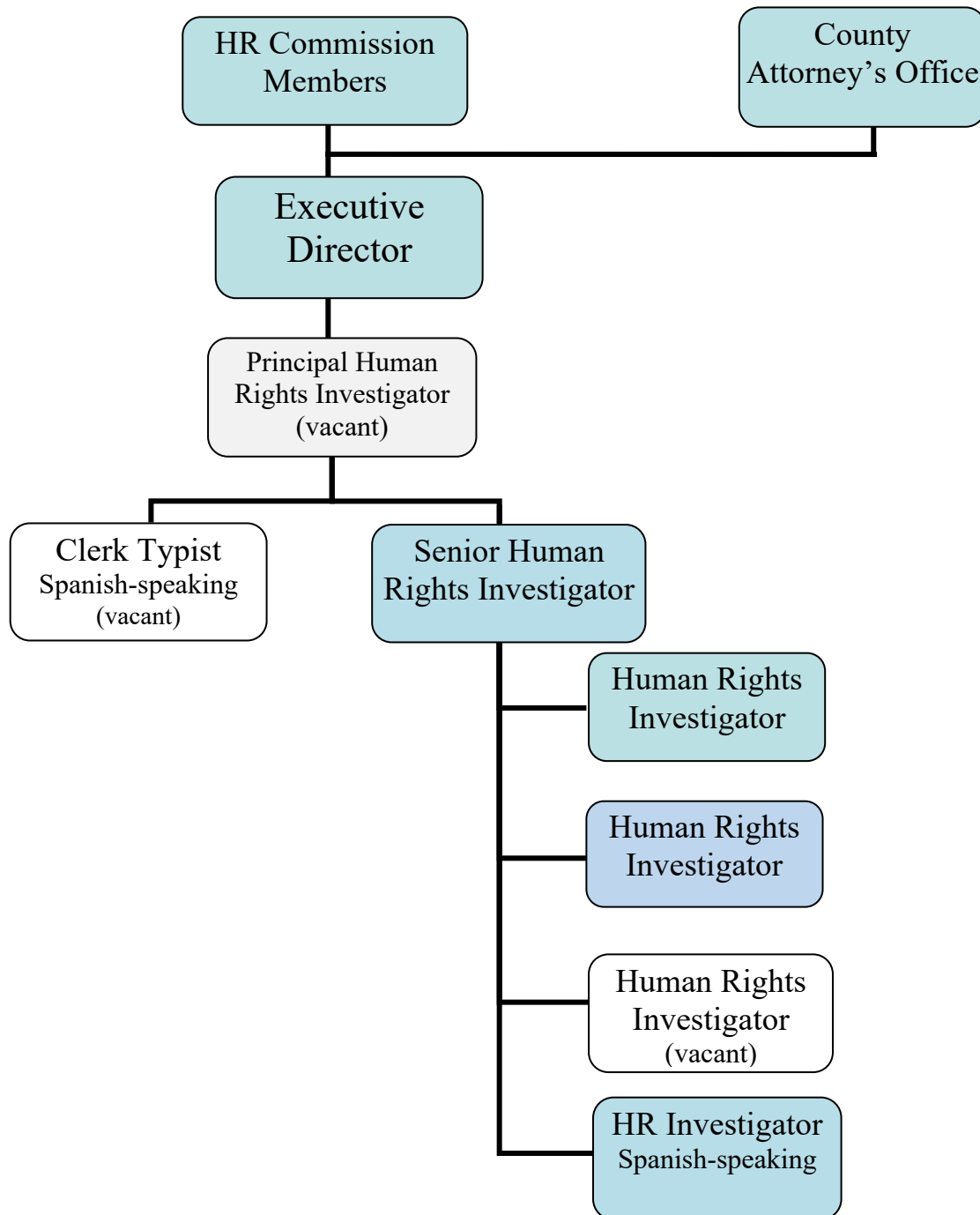
In cases including housing matters filed under the county's local law, however, the Commission issues the final determination. Where probable cause has been determined, a hearing before an administrative law judge will be held at the county level, and fines may also be imposed.

APPEAL

If it is determined that there is no probable cause to believe that an unlawful act of discrimination has occurred, 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, Chairperson, was appointed to the Commission in 2002 and was elected Vice Chair in 2003. In 2019, Lynda was sworn in as the Chair and has since focused on Police Reform and Reinvention since the killing of George Floyd, Fair Housing and Diversity on Long Island, and the continued development of the Suffolk County Inter-Faith Anti-Bias Task Force together with a Junior Human Rights Commission. She is a graduate of Adelphi University, the School of Social Welfare at Stony Brook University, and holds a certification in conflict resolution from Cornell University. Ms. Perdomo-Ayala is the 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. She was a recipient of the New York State Social Worker of the Month Award, was named Local Hero by Bank of America, and was named Distinguished Social Worker by the National Association of Social

Workers. In May 2013 she was inducted into the Class of 2013 – Top Advocates for Latino Empowerment on Long Island. In 2018, Lynda was honored as the 2018 Woman of Distinction county-wide by the Suffolk County Women’s Advisory Board and the Suffolk County Legislature. Due to her activism, she was profiled in a project entitled "Politicos con Sabor," a documentary filmed for El Centro de Estudios Puertorriqueños and Public Broadcast. 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 she continues to be motivated and encouraged by the need to improve the quality of life and well-being of many diverse populations, particularly women and youth.

AUGUSTUS G. MANTIA, M.D, Vice-Chair, 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.

MICHELLE BONNIE 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 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.

ELIZABETH BOJSZA, MFA, appointed to the Commission in 2020, is passionate about community engagement, empowering voices, and asking good questions. For many years, Elizabeth

worked in community performance theater as a dramaturg and director-- collaborating with communities in the south and northeast to tell their stories and foster dialogue. She also worked professionally as a literary manager, running the Young Playwrights Inc. national playwriting competition from 2008-2013. Elizabeth is currently a facilitator and curriculum designer for the Alan Alda Center for Communicating Science at Stony Brook University, where she serves as graduate program director and assistant professor of practice. She finds the skills of analysis and feedback she honed as a theater artist directly applicable to facilitating experiential learning for scientists and medical professionals, and pulls from her over 17 years of academic and professional teaching and teaching mentorship to create powerful learning experiences for Alda Center workshop participants and students. As a Commissioner, Elizabeth is working to strengthen the SCHRC's relationship to the youth in our communities and currently serves on the Education Committee.

MARK J. EPSTEIN, ESQ. was appointed to the Commission in 2008 and passed away in June 2020 (*see tribute*). Mr. Epstein was 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 was 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 sat on the Board of the New York State Trial Lawyers Association. He was 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 was also a member of the Long Island Association and the Huntington Township Chamber of Commerce. He was 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.

BROOKE ELLISON, Ph.D., is an Associate Professor at Stony Brook University, and Director of Education and Ethics at the Stony Brook Stem Cell Facility. Dr. Ellison received her undergraduate degree in cognitive neuroscience from Harvard University in 2000, followed by her Master Degree in Public Policy from the Harvard Kennedy School in 2004. After running for New York State Senate in 2006, Dr. Ellison completed her PhD in Sociology from Stony Brook University in 2012. A policy and ethics expert in stem cell research for over 15 years, Brooke has been committed to changing the perception of life-saving science. From 2007-2014, Brooke served on the Empire State Stem Cell Board, which designed New York State's stem cell policy. As a faculty member at Stony Brook University, Brooke co founded the organization, VENTure Think Tank, to provide policy and technological solutions for ventilator users. Brooke also serves as the Associate Director of the Center for Community Engagement and Leadership Development, to empower underserved communities. As a result of her work in the stem cell field, in 2011, Dr. Ellison was granted an honorary degree from Rutgers University, and, in 2014, was

chosen to be a World Economic Forum Young Global Leader, a position through which she works to elevate the importance of stem cell research as well as tackle challenges

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 nationally 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.

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 has 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.

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 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 of 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 stepsons, 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.

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. Dionne 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, she 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 Trailblazer 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.

RABBI LINA ZERBARINI, appointed to the Commission in 2020, has spent her rabbinic career sharing the Jewish message of b'tzelem elohim (everyone is in the image of the Eternal) and mission of tzedek, tzedek tirdof (justice, justice shall you pursue) with individuals and communities. As Rabbi of Kehillath Shalom Synagogue, she supports the mission of building a Community of Peace within and beyond the walls of the synagogue. Previously, she served as Director of Jewish Life and Learning at Sid Jacobson JCC, where she infused and animated the community with the richness and relevance of Jewish wisdom and tradition. As Associate Rabbi at Yale Hillel, she created domestic and international service-learning programs and as Director for Domestic Affairs and Rabbinic Consultant at the Jewish Community Relations Council of Greater Philadelphia, she led the Jewish community's public policy advocacy initiatives and facilitated inter-group and inter-faith relationships. Rabbi Lina is committed to building strong, safe, connected, community. A new Commissioner, she serves on the Administration of Justice and Housing Committee. She has served on the leadership of Boards of Rabbis in each community she has lived, and is Immediate Past President of the Long Island Board of Rabbis. She is Secretary of the Huntington Anti-Bias Task Force and is on the Executive Committee of the Board of Governors of Reconstructing Judaism. A New Yorker born and bred, Rabbi Lina has three grown daughters, Sarah, Liora, and Yael, and is married to retired school psychologist Dinah Mark. They live with a menagerie of dogs and cats.

COMMISSIONERS EMERITUS:

RABBI STEVEN A. MOSS, Ph.D., Immediate past Chair, was appointed to the Human Rights Commission in 1992. Rabbi Moss 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 serves as Chief of Chaplains for the Suffolk County Police Department, the Chiefs of Police Association, the Police Association, and serves as chaplain to many local hospitals and senior facilities. He 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 is Chair of the Islip Town Anti-Bias Task Force and Chair of the Suffolk Center for the Holocaust, Diversity and Human Understanding.

RACHEL LEE DAVIS, appointed to the Commission in 1998, served as Vice Chair for over two years. 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. She 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 is 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, 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, as well as 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.

STANDING COMMITTEES

The Commission's committee structure facilitates a closer examination of specific areas of concerns 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 is comprised of the Chairpersons of each of the above 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 which 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.

Family, Women and Children’s Human Rights Committee

The Family, Women and Children’s Human Rights Committee will examine the critical issues that arise in Suffolk County related to the rights of these individual groups. Violence against women and children negatively affects the general well-being of these individuals and families. It prevents them from fully participating in society and improving their lives. Violence not only has negative consequences, but also extends itself to affecting families, the community and the country at large. The Committee will focus on ways in which the Commission may help improve the lives of Families, Women and Children who are suffering abuses of their rights – be that human trafficking, domestic violence, sexual exploitation, and/or gun violence.

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.

Junior Human Rights Day Committee

The Junior Human Rights Day Committee is involved in planning a “Junior Human Rights Day” for middle and high school students to involve them in a learning experience related to the issues addressed by all the SCHRC committees.

Awards Dinner Planning 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

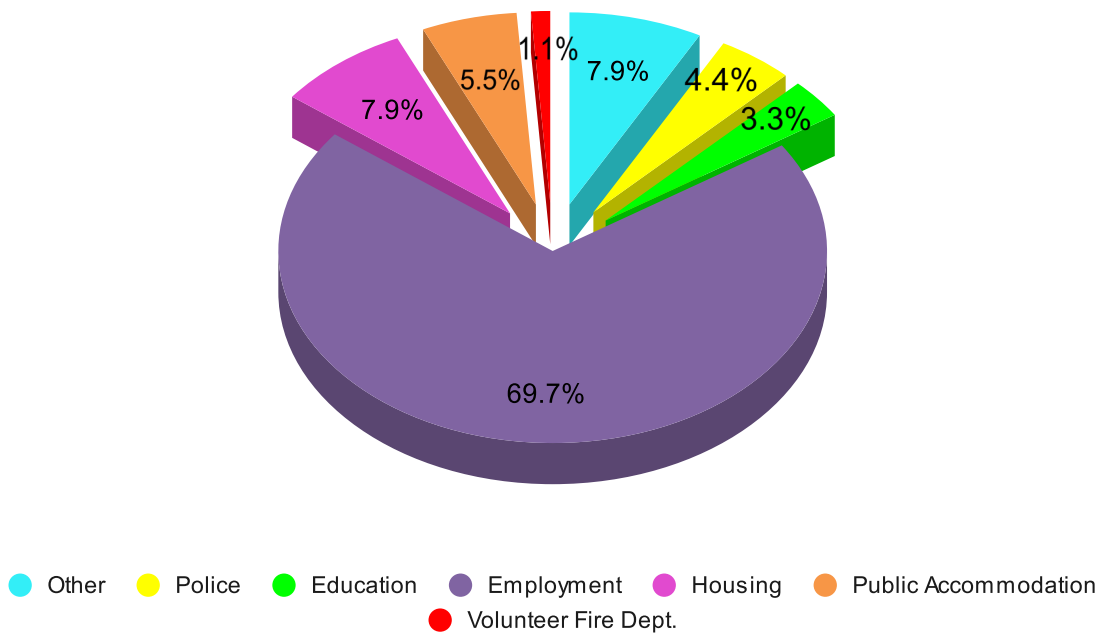
positive impact in Suffolk County through their efforts to fight discrimination and bias, as well as those who have created or facilitated programs and activities to promote diversity, harmony and human rights for all. This committee handles the nomination and selection of the awardees and works with the SCHRC staff to plan the event.

Social Media Committee

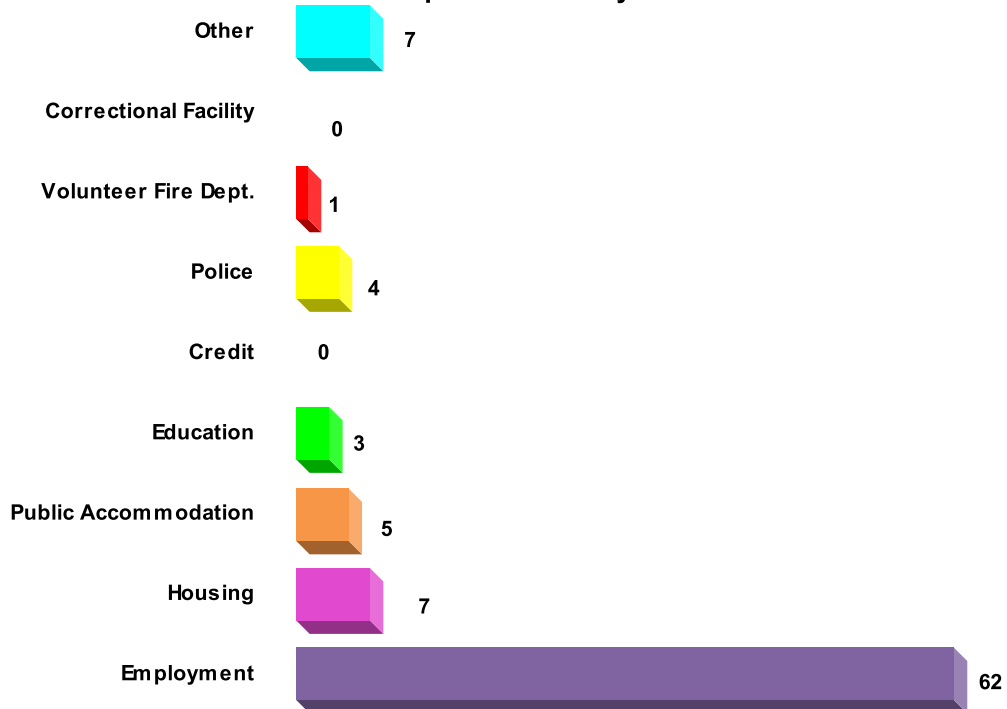
This committee refers to the process of gaining attention and marketing through social media sites in the County and via associations with other groups of significance associated with Suffolk County. As such, the Social Media Committee will work on social media marketing that will feed into the discovery 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 Area

Percentage of Cases Opened by Jurisdictional Areas

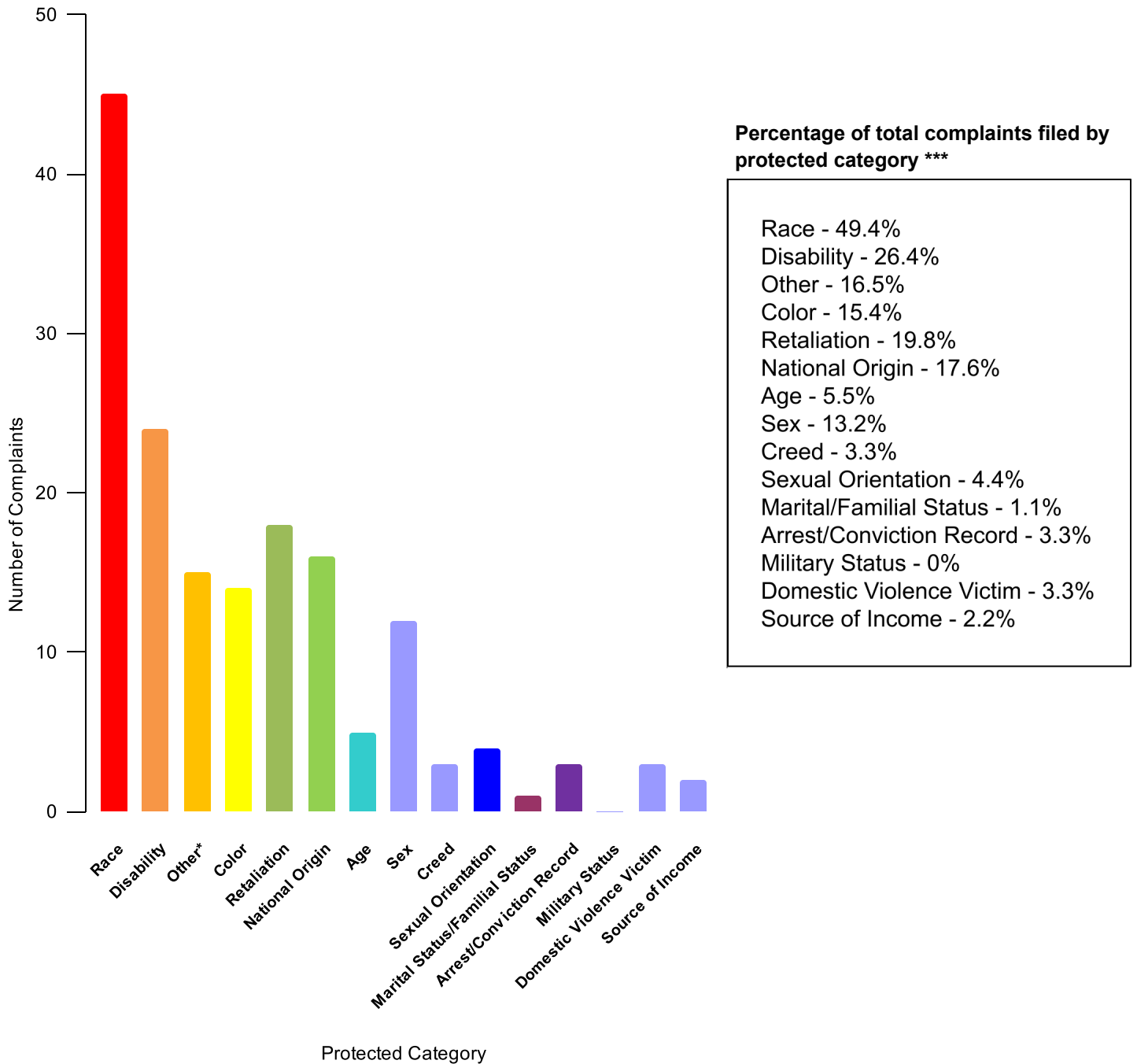


Number of Complaints Filed by Jurisdictional Area



Protected Categories - 2020

Number of complaints filed under each category protected by law



* Non-jurisdictional matters

*** The percentages total over 100% because individuals often file a complaint under more than one protected category.

HUMAN RIGHTS COMMISSION INVESTIGATIVE STATISTICS 2020

Telephone Contacts:.....	1720
Mail and Email Inquiries:.....	80
Personal Interviews:.....	63

TOTAL REQUESTS FOR ASSISTANCE:	1863
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TOTAL CASES OPENED	91
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Jurisdictional Area:

Employment.....	62
Public Accommodation.....	5
Education.....	3
Housing.....	9
Credit.....	0
Volunteer Fire Department.....	1
Police.....	4
Correctional Facility.....	0
Other.....	7

Protected Categories:

Sex.....	12
Race.....	45
Color.....	14
Age.....	5
National Origin.....	16
Disability.....	24
Creed.....	3
Arrest / Conviction Record.....	3
Marital Status.....	1
Sexual Orientation.....	4
Military Status.....	0
Domestic Violence Victim.....	3
Retaliation.....	18
Source of Income.....	2
Other.....	15

TOTAL CASES CLOSED:	128
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Reasons for Closings:

Insufficient basis for complaint.....	23
Trans. to NYSDHR pursuant to MOU.....	3
Complainant failed to pursue.....	19
Determined to be non-jurisdictional.....	16
Complaint withdrawn.....	14
Conciliated.....	9
"No Probable Cause" recommendation to State.....	10
"Probable Cause" recommendation to State.....	10
Complainant pursuing in Federal Court.....	0
Withdrawn w/ Benefits.....	12
Duplicate Filing.....	1
Other.....	11

*Includes allegations against the Suffolk County Police Department
and all other local police departments (town, village, etc.)

2020 HOUSING CASES

TOTAL NUMBER OF HOUSING-RELATED INQUIRIES – 51

HOUSING CASES OPENED – 7

Seven cases were opened and preliminary inquiries or investigations were conducted based on the allegations presented. 3 Formal Complaints were filed. The protected categories included:

2	Race/Color
3	Disability
0	Marital Status
0	Sexual Orientation
1	Sex
1	Retaliation
1	Source of Income
0	Age
1	National Origin
0	Religion
1	Familial Status

HOUSING CASES CLOSED – 9

1	Probable cause
2	Determined to be Non-jurisdictional
0	Failed to Pursue
1	Insufficient Basis to file a Formal Complaint
1	Withdrawn
1	Withdrawn with benefits
1	Filed Duplicate Complaints with the New York State Division of Human Rights
1	Settlement/Conciliation

CASE CONCILIATIONS

The Commission encourages the early resolution of complaints, and as such, conciliation is left open as an option throughout the investigative process. The expediting of cases and the avoidance of further legal proceedings can be advantageous to both parties. When monetary damages have accrued, every effort is made to obtain restitution for the complainant in the settlement process. In many instances, people who feel harmed by discrimination do not seek our assistance with a focus on a monetary settlement, and resolutions can often come in other forms - for example, a neutral reference, an accommodation for a disability, the elimination of a hostile work environment, or a change in company policy, sometimes have the most long-lasting and significant effect.

In 2020, the Commission received complaints related to the majority of the protected categories in the Human Rights Law. Once more, we were able to resolve many complaints through successful negotiations, as shown below:

Complainant, a former Clinician for a non-profit, alleged that her superiors failed to take prompt corrective action regarding her claim of sexual harassment against a male coworker. The Commission facilitated a settlement for Complainant for \$2,000. In addition, Respondent will provide the Commission with verification of anti-discrimination and harassment training along with distribution of the written policies to all its employees.

Complainants, who are disabled, claimed Respondent denied them the use of a service animal as a reasonable accommodation for their disability. After a formal complaint was filed and Respondent was educated on the law regarding service animals, the matter was settled to Complainants' satisfaction.

Complainant, who was diagnosed with the COVID-19 virus, stated that after her diagnosis, Respondent refused to give her sick time. The Commission contacted Respondent's Human Resources Manager by phone and explained the allegation. Subsequently, Complainant was given her sick time and will return to work once she is cleared by her doctor.

Complainant, who receives Dept. of Social Services Benefits, alleged that Respondent refused to take a DSS payment for a housing deposit. The Commission contacted the Realtor and owner, who both confirmed Complainant's allegations. Subsequently, Respondent agreed to accept Complainant's deposit from DSS and offer her the next available unit.

Resolutions

Intro. Res. No. 1361-2020

Laid on Table 4/28/2020

Introduced by Legislators Richberg, Fleming, Hahn, Spencer, Berland, Sunderman, Calarco and Gonzalez

**RESOLUTION NO. 463 -2020, ADOPTING LOCAL LAW
NO. 26 -2020, A LOCAL LAW TO AMEND CHAPTER 528 OF
THE SUFFOLK COUNTY CODE TO PREVENT
DISCRIMINATION BASED ON CERTAIN VISIBLE
CHARACTERISTICS**

WHEREAS, there was duly presented and introduced to this County Legislature at a meeting held on April 28, 2020, a proposed local law entitled, "**A LOCAL LAW TO AMEND CHAPTER 528 OF THE SUFFOLK COUNTY CODE TO PREVENT DISCRIMINATION BASED ON CERTAIN VISIBLE CHARACTERISTICS**"; now, therefore be it

RESOLVED, that said local law be enacted in form as follows:

LOCAL LAW NO. 26 -2020, SUFFOLK COUNTY, NEW YORK

**A LOCAL LAW TO AMEND CHAPTER 528 OF THE SUFFOLK
COUNTY CODE TO PREVENT DISCRIMINATION BASED ON
CERTAIN VISIBLE CHARACTERISTICS**

**BE IT ENACTED BY THE COUNTY LEGISLATURE OF THE COUNTY OF
SUFFOLK**, as follows:

Section 1. Legislative Intent.

This Legislature hereby finds and determines that Suffolk County is dedicated to protecting the rights of its residents and eliminating discrimination and bias in the workplace.

This Legislature also finds and determines that existing laws in Suffolk County provide that it is unlawful to discriminate based on a person's group identity, which includes the actual or perceived race, color, creed, age, national origin, alienage or citizenship status, gender, sexual orientation, disability, marital status, or familial status of any individual, as well as the actual military status of any individual.

This Legislature further finds and determines that the history of our nation is riddled with laws and societal norms that subject those with certain physical attributes, such as protective hairstyles and religious garments, to separate and unequal treatment in professional settings.

This Legislature finds that despite the great strides American society and laws have made to reverse racist ideologies and religious discrimination, protective hairstyles, braids, and religious garments continue to be a source of prejudice that have serious economic consequences for individuals in Suffolk County.

This Legislature determines that Title VII of the Civil Rights Act of 1964 prohibits employers with at least 15 employees from discriminating based on race, color, religion, sex, or national origin, and therefore should protect against discrimination based on one's natural hair texture or decision to wear protective hairstyles or religious garments.

This Legislature also finds that federal courts have held in multiple cases that it is unlawful to discriminate based on an individual's natural hair styling. However, the courts do not take into consideration that natural hair styles come in several different forms such as braids and other protective hairstyles.

This Legislature further finds that Suffolk County should protect residents with protective hairstyles, braids, and religious garments from being unfairly discriminated against because of these visible traits.

Therefore, the purpose of this law is to amend Chapter 528 of the SUFFOLK COUNTY CODE to include protective hairstyles, hair textures, and religious garments as components of group identity under the County Human Rights Law.

Section 2. Amendments.

Chapter 528 of the SUFFOLK COUNTY CODE is hereby amended as follows:

Chapter 528. Human Rights.

* * * *

Article II. Unlawful Discriminatory Acts

* * * *

§ 528-6. Definitions.

* * * *

GENDER – Actual or perceived sex of an individual, or an individual's gender identity, self-image, appearance, behavior or expression, whether or not it is different from that traditionally associated with the legal sex assigned to that individual at birth.

GROUP IDENTITY – The actual or perceived race, color, creed, age, national origin, alienage or citizenship status, gender, sexual orientation, disability, marital status, or familial status of any individual, as well as the actual military status of any individual. This definition shall include visible traits of an individual, such as natural hair texture, protective hairstyles and the donning of religious garments or items.

* * * *

PREMIUM WAGES – Includes overtime pay and compensatory time off, and additional remuneration for night, weekend or holiday work, or for standby or irregular duty.

PROTECTIVE HAIRSTYLE – Includes, but is not limited to, such hairstyles as braids, locks, and twists.

* * * *

Section 3. Applicability.

This law shall apply to all actions occurring on or after the effective date of this law.

Section 4. Severability.

If any clause, sentence, paragraph, subdivision, section, or part of this law or the application thereof to any person, individual, corporation, firm, partnership, entity, or circumstance shall be adjudged by any court of competent jurisdiction to be invalid or unconstitutional, such order or judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section, or part of this law, or in its application to the person, individual, corporation, firm, partnership, entity, or circumstance directly involved in the controversy in which such order or judgment shall be rendered.

Section 5. SEQRA Determination.

This Legislature, being the State Environmental Quality Review Act (SEQRA) lead agency, hereby finds and determines that this law constitutes a Type II action pursuant to Section 617.5(c)(26) of Title 6 of the NEW YORK CODE OF RULES AND REGULATIONS (6 NYCRR) and within the meaning of Section 8-0109(2) of the NEW YORK ENVIRONMENTAL CONSERVATION LAW as routine or continuing administration and management not including new programs or major reordering of priorities that may affect the environment. The Suffolk County Council on Environmental Quality (CEQ) is hereby directed to circulate any appropriate SEQRA notices of determination of non-applicability or non-significance in accordance with this law.

Section 6. Effective Date.

This law shall take effect immediately upon its filing in the Office of the Secretary of State.

[] Brackets denote deletion of existing language.

___ Underlining denotes addition of new language.

DATED: June 23, 2020

APPROVED BY:

/s/ Steven Bellone
County Executive of Suffolk County

Date: July 9, 2020

After a public hearing duly held on July 6, 2020
Filed with the Secretary of State on July 23, 2020

**RESOLUTION NO. 730 -2020, ADOPTING LOCAL LAW
NO. 47-2020, A LOCAL LAW TO AMEND THE COUNTY
HUMAN RIGHTS LAW TO INCLUDE FALSE REPORTING OF A
CRIME BASED ON BIAS**

WHEREAS, there was duly presented and introduced to this County Legislature at a meeting held on June 23, 2020, a proposed local law entitled, " **A LOCAL LAW TO AMEND THE COUNTY HUMAN RIGHTS LAW TO INCLUDE FALSE REPORTING OF A CRIME BASED ON BIAS**"; now, therefore be it

RESOLVED, that said local law be enacted in form as follows:

LOCAL LAW NO. 47-2020, SUFFOLK COUNTY, NEW YORK

**A LOCAL LAW TO AMEND THE COUNTY HUMAN RIGHTS
LAW TO INCLUDE FALSE REPORTING OF A CRIME BASED
ON BIAS**

**BE IT ENACTED BY THE COUNTY LEGISLATURE OF THE COUNTY OF
SUFFOLK**, as follows:

Section 1. Legislative Intent.

This Legislature hereby finds and determines that Suffolk County is dedicated to protecting the safety of all residents.

This Legislature also finds and determines that a problem exists where individuals are falsely reporting crimes to law enforcement agencies when, in fact, no crime is being committed and the call was made solely based on that individual's personal bias against another's actual or perceived membership in a protected class. These false allegations are a drain on law enforcement resources that could otherwise be utilized for legitimate emergencies.

This Legislature further finds and determines that when individuals engage in the practice of falsely calling the police based on animosity or antipathy towards certain groups, it diverts resources that are needed elsewhere in the community and puts the individuals being falsely reported about at risk of being in a potentially dangerous encounter with law enforcement.

This Legislature further determines that law enforcement agencies should not be weaponized by individuals who choose to make an emergency call and falsely report crimes because of their own personal biases.

Therefore, the purpose of this law is to amend Chapter 528 of the SUFFOLK COUNTY CODE to prohibit individuals from making false criminal allegations to a law enforcement agency due to their own animosity, antipathy or bias.

Section 2. Amendments.

Chapter 528 of the SUFFOLK COUNTY CODE is hereby amended as follows:

Chapter 528. Human Rights.

Article I. Bias Acts

* * * *

§ 528-3. Bias-related activities prohibited.

* * * *

E. No person shall, by reason of any motive or intent relating to, or any antipathy, animosity or hostility based upon, the race, color, gender, religion, national origin, age, ancestry, sexual orientation, disability, handicap or health-related condition of another individual or group of individuals, engage in a violation of § 240.50, § 240.55, or § 240.60 of the New York State Penal Law by falsely requesting the assistance of law enforcement or summoning law enforcement assistance in violation of § 79-n of the New York State Civil Rights Law.

[E] F. Implementation of provisions; enforcement.

(1) The Suffolk County Human Rights Commission is hereby authorized to promulgate and issue such rules and regulations as shall be necessary and sufficient to implement this section.

(2) The Suffolk County Human Rights Commission shall enforce this section by referring the civil proceedings to the County Department of Law

* * * *

Section 3. Applicability.

This law shall apply to all actions occurring on or after the effective date of this law.

Section 4. Severability.

If any clause, sentence, paragraph, subdivision, section, or part of this law or the application thereof to any person, individual, corporation, firm, partnership, entity, or circumstance shall be adjudged by any court of competent jurisdiction to be invalid or unconstitutional, such order or judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section, or part of this law, or in its application to the person, individual, corporation, firm, partnership, entity, or circumstance directly involved in the controversy in which such order or judgment shall be rendered.

Section 5. SEQRA Determination.

This Legislature, being the State Environmental Quality Review Act (SEQRA) lead agency, hereby finds and determines that this law constitutes a Type II action pursuant to Section 617.5(c)(26), and (33) of Title 6 of the NEW YORK CODE OF RULES AND REGULATIONS (6 NYCRR) and within the meaning of Section 8-0109(2) of the NEW YORK ENVIRONMENTAL CONSERVATION LAW in that the action constitutes routine or continuing administration and management not including new programs or major reordering of priorities that may affect the environment. The Suffolk County Council on Environmental Quality (CEQ) is hereby directed to circulate any appropriate SEQRA notices of determination of non-applicability or non-significance in accordance with this law.

Section 6. Effective Date.

This law shall take effect immediately upon its filing in the Office of the Secretary of State.

[] Brackets denote deletion of existing language
___ Underlining denotes addition of new language

DATED:

APPROVED BY:

/s/ Steven Bellone
County Executive of Suffolk County

Date: October 27, 2020

After a public hearing duly held on October 19, 2020
Filed with the Secretary of State on November 6, 2020

Press Releases/Statements

COUNTY OF SUFFOLK



STEVEN BELLONE
SUFFOLK COUNTY EXECUTIVE

DEPARTMENT OF LAW
HUMAN RIGHTS COMMISSION

DAWN A. LOTT, Esq.
EXECUTIVE DIRECTOR

LYNDA PERDOMO-AYALA, LMSW
CHAIRPERSON

REV. JOANN BARRETT
Co-CHAIR SCABTF

SUFFOLK COUNTY INTERFAITH ANTIBIAS TASK FORCE

June 1, 2020

JOINT STATEMENT IN RESPONSE TO THE DEATH OF GEORGE FLOYD

The horrific death of George Floyd has heartbroken and outraged us all. One can only recoil at the brutality of it. Thousands of our fellow citizens across the country, led by our African American sisters and brothers, have risen up to say NO!; and are willing to put themselves in harm's way to claim their rightful humanity in a world that repeatedly sees and treats them as less than human. We decry the racism within individuals, institutions, and social structures that perpetuate this, and we will raise our voices and act to demand that the world we live in change.

Our hearts go out to the families and friends of Mr. Floyd, to all who have experienced racialized violence and injustice, and to all who live in fear that they or their loved ones may be next. We stand with them at this time.

These words from One Spirit Seminary call us to a higher aspiration through personal introspection. When members of the African American community and people of color more broadly defined, are subjected to the kind of systemic racism that permeates every aspect of our society, we must understand that it literally runs through every institution and has from the inception of our nation. Thus, it runs through each and every one of us who is afforded privilege as a result. Only when we have done the difficult, painful, and searing work of acknowledging and dismantling our own internalized racism, can we truly stand together in solidarity with those who have lived every day of their lives within this oppressive system. It has always been our work to alleviate the pain of discrimination. We should and must know that NO ONE should ever have to feel those things and that we bear the responsibility to do what is necessary to dismantle the systems of inequality and oppression.

The Suffolk County Inter-faith Anti-Bias Task Force and the Suffolk County Human Rights Commission stand in solidarity with Black and Brown communities across the country and is determined to address the deep, pervasive, systemic issues that fueled this tragedy.

Peace & Blessings,

Rev. JoAnn Barrett
Co-Chair, Suffolk County Inter-Faith
Anti-Bias Task Force

Lynda Perdomo-Ayala
Chair, Suffolk County Human Rights Commission

LOCATION
H. LEE DENNISON BLDG.
100 VETERANS MEMORIAL HIGHWAY

MAILING ADDRESS
P.O. BOX 6100
HAUPPAUGE, NY 11788-0099

PHONE (631) 853-5480
FAX (631) 853-5478

THE SUFFOLK COUNTY HUMAN RIGHTS COMMISSION DENOUNCES ANTI-ASIAN RACISM AND XENOPHOBIA

The Suffolk County Human Rights Commission ("SCHRC" or "Human Rights Commission") condemns the rise in xenophobia and racism due to the novel coronavirus outbreak.

The Human Rights Commission unequivocally denounces the rise in racism and xenophobia against Asians and Asian/Pacific Americans in wake of the outbreak of COVID-19 (caused by the novel coronavirus). Members of the Human Rights Commission, and the communities we serve have reported a rise in racial discrimination, bigotry, and attacks aimed at people of Asian and Asian/Pacific American backgrounds due to fear, ignorance, and misinformation about the coronavirus.

There is no excuse for discriminatory sentiments and actions towards Asians and Asian/Pacific Americans. The Human Rights Commission rejects coronavirus-related hostility, anti-Asian stereotypes, and racism against Asians, Asian/Pacific Americans, or anyone perceived to be Asian. These issues are not singular or isolated but rather are based on a long history of stereotyping of Asian immigrants and refugees as perpetual foreigners, especially in relation to infectious diseases. The spread of this disease is not linked to race or national origin. Racial profiling, discrimination, and xenophobia are hostile and inappropriate responses to the current coronavirus outbreak. Targeting people of Asian/Pacific descent creates fear and anger instead of raising awareness and knowledge about prevention and protection from novel coronavirus infection.

The Human Rights Commission is committed to advancing social justice and providing opportunities for dialogue. We strongly urge all community members to stand with the SCHRC against xenophobia and racism. Health and safety precautions are important. Providing workers of Asian and Asian/Pacific American backgrounds with a safe environment, without fear of harassment, is equally important. We encourage everyone to create policies that hold perpetrators accountable for their racist actions while keeping all of our County safe from bigotry.

It is crucial that we share authoritative information to support our Asian and Asian American patrons .

COUNTY OF SUFFOLK



STEVEN BELLONE
SUFFOLK COUNTY EXECUTIVE

DAWN A. LOTT, ESQ.
EXECUTIVE DIRECTOR

DEPARTMENT OF LAW
HUMAN RIGHTS COMMISSION

LYNDA PERDOMO-AYALA, LMSW
CHAIRPERSON

PRESS RELEASE

FOR IMMEDIATE RELEASE

August 31, 2020

Contact: Lynda Perdomo-Ayala, LMSW
Chairperson
631-853-5480

(Hauppauge, NY – August 31, 2020) **The Suffolk County Human Rights Commission Condemns Display of Confederate Flag on Brookhaven Fire Department Truck.** The Suffolk County Human Rights Commission condemns, in the strongest possible terms, the display of any symbol of racism. It calls upon the Brookhaven Fire Department – unrelated to the Town of Brookhaven – to act and investigate the grave matter regarding the display of a Confederate flag at a recent department event. The Human Rights Commission will also work closely with other entities to investigate the action as well.

The Confederate flag, which has long symbolized an ideal of whiteness, social and political exclusion, and the support of structural racism, should never have been on display at the Brookhaven Firehouse and certainly not during a parade honoring an ill Patchogue colleague. This act created great concern for the Suffolk residents who care about inclusion and living peacefully among all citizens.

This is a critical time in our country, as well as in Suffolk County, and with the pandemic still surrounding us, we would expect individuals to be more sensitive and not to use a symbol of exclusion and racism while celebrating one of its finest. What set out to be a celebration has now been blemished by an act that will define the moment.

We are more than halfway through 2020, and this year has proven to be an especially challenging time for all of us. As such, it has also presented opportunities for members of the community to express views and thoughts that show our unity, and our desire for peace in our neighborhoods and not actions that are hurtful to so many.

We call upon the Brookhaven Fire Department to work together with all the residents of the Town to build understanding and to eliminate any and all symbols of hatred and bigotry.

LOCATION
H. LEE DENNISON BLDG.
100 VETERANS MEMORIAL HIGHWAY

MAILING ADDRESS
P.O. BOX 6100
HAUPPAUGE, NY 11788-0099

PHONE (631) 853-5480
FAX (631) 853-5478

Community Outreach

1.14.20

SAVE THE DATE

Unity Day 2020

HowWeHeal: Addressing Racial Division

Connecting Cultures and Histories to Create Change

- **KEYNOTE PRESENTATION**
- **PERFORMANCES**
- **OUTREACH OPPORTUNITIES**

sponsored in partnership by:

The Center for Social Justice & Human Understanding, Inc.

Suffolk County Community College

Suffolk County Human Rights Commission

Suffolk County InterFaith AntiBias Task Force

For more info or to register, contact us at csjhu@sunysuffolk.edu

Informational Fliers - English and Spanish

KNOW YOUR RIGHTS

CORONAVIRUS / COVID-19

DISCRIMINATION

The Suffolk County and New York State Human Rights law protects those who face discrimination against based upon race, color, national origin or disability and COVID-19. If it is assumed that you have been exposed to the coronavirus based upon these characteristics, you may file a complaint with the Suffolk County Human Rights Commission ("SCHRC") or the New York State Division of Human Rights ("NYSDHR").

These protections cover employment, housing, education and places of "public accommodation" (including grocery stores, medical facilities and transportation services)

HATE CRIMES

County Executive Bellone is committed to combating all acts of hate, bias and bigotry including those based upon individual's race, national origin or other protected category.

Prior to COVID-19, the Suffolk County Inter-Faith Anti-Bias Task Force worked closely with the Suffolk County Police Department's Hate Crimes Unit to aid and protect the community from acts of hate and bias.

If you have been harassed or threatened because someone believes you have COVID-19 or have been exposed to the coronavirus, you should call 911 and report the incident immediately to local law enforcement.

If the threat or harassment is based upon your race, national origin, or other protected category, it may be considered a hate crime call the Hate Crimes Unit (631) 852-6323

EMPLOYMENT & PUBLIC ACCOMMODATION

An employer's policy or practice, including work from home policies, cannot discriminate against you or treat you less favorably based on your protected status, such as race, national origin, citizenship, immigration status and/or disability.

It is unlawful for restaurants and similar public places to refuse service, deny entry or treat customers less favorably because of fear or stigma concerning COVID-19, including harassment and discrimination because of race, national origin or disability.

Business owners must provide reasonable accommodations to persons with disabilities to ensure access to goods and services. Reasonable accommodations may include modifying a rule or policy, providing aids and services such as materials in an alternative format for person with visual or hearing impairments or removing architectural barriers where it is readily feasible.

HOUSING/TENANT RIGHTS

All evictions for non-payment of rent are suspended until June 19, 2020.

"Self-help evictions" (where Landlord locks you out or removes your possessions without a Court Order) is unlawful.

Landlords cannot increase rent ("rent gouging") to capitalize on this pandemic.

Landlords cannot withhold essential services (ie hot water or electricity) for failure to pay rent.

Landlords cannot discriminate against or evict you, because you or someone who lives with you has contracted or had COVID-19; OR because the landlord thinks you have or had COVID-19.

Landlords cannot discriminate against you, treat you differently or unfairly, because of your immigration status.

Landlords cannot discriminate against you, treat you differently or unfairly because of where you are from or because the place where you look like you're from is a country where there is a serious COVID-19 outbreak.

IMMIGRANT SERVICES

Regardless of immigration status or lack of health insurance, residents can seek medical care.

U.S. Citizenship & Immigration Services stated that medical care related to COVID-19, including preventive care, testing, and treatment, will not be held against you in a "public charge" test.

As a result of COVID-19, the Federal Government has temporarily stopped immigration enforcement at or near health care facilities, including hospitals, clinics, urgent care, and doctors' offices.

Regardless of immigration status, residents may file a claim of discrimination with the SCHRC based upon protected categories such as race, national origin and disability.





KNOW YOUR RIGHTS

CORONAVIRUS/ COVID-19

TO REPORT POSSIBLE CASES OF DISCRIMINATION/HARASSMENT
If you are threatened with physical harm, dial 911 immediately

New York State Bias and Discrimination Hotline
1-888-392-3644

www.ny.gov/programs/hate-crimes-task-force

New York State Division of Human Rights
631-952-6434

<https://dhr.ny.gov>

Suffolk County Police Hate Crimes Unit
631-852-6323

Suffolk County Human Rights Commission
631-8535480

www.suffolkcountyny.gov/Departments/Human-Rights-Commission

Additional Resources:

New York State Office for New Americans (ONA)
confidential hotline 1-800-566-7636

www.newamericans.ny.gov

Suffolk County Bar Association
631-234-5511

www.scba.org

Suffolk County Office of Minority Affairs
631-8534738

Suffolk County Asian American Advisory Board
www.scaaab.org

TO REPORT POSSIBLE CASES OF DISCRIMINATION/HARRASSMENT

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SUFFOLK COUNTY
KNOW
YOUR
RIGHTS

CORONAVIRUS / COVID-19

CONOZCA SUS DERECHOS

CORONAVIRUS/ COVID-19

DISCRIMINACIÓN

- Las leyes de derechos humanos del condado Suffolk y del estado de Nueva York protegen a quienes enfrentan discriminación por motivos de raza, color, nacionalidad o discapacidad y COVID-19. Si usted piensa que ha estado expuesto al coronavirus debido a estas características, puede presentar una queja ante la Comisión de Derechos Humanos del Condado Suffolk ("SCHRC", por sus siglas en inglés) o ante la División de Derechos Humanos del Estado de Nueva York ("NYSDHR", por sus siglas en inglés).
- Esta protección cubre el empleo, la vivienda, la educación y los lugares de "comodidades públicas" (incluyendo a las tiendas de comestibles, las instalaciones médicas y los servicios de transporte).

CRIMENES DE ODIO

- El Ejecutivo del Condado Bellone se ha comprometido a combatir todos los actos por odio, prejuicio e intolerancia, incluyendo los basados en la raza, la nacionalidad u otra categoría.
- Antes del COVID-19, el Grupo de Trabajo Interreligioso contra el Prejuicio del Condado Suffolk trabajó en estrecha colaboración con la Unidad de Delitos de Odio del Departamento de Policía del Condado Suffolk para ayudar y proteger a la comunidad de los actos de odio y prejuicio.
- Si ha sido acosado o amenazado porque alguien cree que usted tiene el COVID-19 o ha estado expuesto al coronavirus, debe llamar al 911 e informar el incidente de inmediato a la policía local.
- Si la amenaza o el acoso se basa en su raza, nacionalidad u otra categoría protegida, puede considerarse un delito de odio, llame a la Unidad de Delitos de Odio (631) 852-6323.

VIVIENDA/DERECHOS DE INQUILINO

- Todos los desalojos por falta de pago de alquiler se suspenden hasta el 20 de agosto de 2020.
- Los "desalojos de autoayuda" (donde el dueño de casa lo bloquea o expulsa sus pertenencias sin una orden judicial) es ilegal.
- Los dueños de casa no pueden aumentar el alquiler ("abuso del precio del alquiler") para beneficiarse económicamente durante esta pandemia.
- Los dueños de casa no pueden suspender los servicios esenciales (es decir, agua caliente o electricidad) por no pagar el alquiler.
- Los dueños de casa no pueden discriminarlo ni desalojarlo, porque usted o alguien que vive con usted ha contraído o ha tenido el COVID-19; O porque el dueño de casa cree que usted tiene o tuvo el COVID-19.
- Los dueños de casa no pueden discriminarlo, tratarlo de manera diferente o injusta debido a su estado migratorio.
- Los dueños de casa no pueden discriminarlo, tratarlo de manera diferente o injusta por su origen o porque el lugar de donde usted parece ser es un país donde hay un brote grave del COVID-19.

EMPLEO Y COMODIDADES PUBLICAS

- La política o práctica de un empleador, incluyendo las políticas de trabajo desde el hogar, no pueden discriminarlo ni tratarlo de manera menos favorable en base a su estado de protección, como raza, nacionalidad, ciudadanía, estado migratorio y/o discapacidad.
- Es ilegal que los restaurantes y lugares públicos similares nieguen el servicio, la entrada o traten a los clientes de manera menos favorable por temor o estigma con respecto al COVID-19, incluyendo el acoso y la discriminación por motivos de raza, nacionalidad o discapacidad.
- Los dueños de negocios deben proporcionar comodidades razonables a las personas con discapacidades para garantizar su acceso a bienes y servicios. Comodidades razonables pueden incluir la modificación de una regla o política, proporcionar ayudas y servicios como materiales en un formato alternativo para personas con discapacidades visuales o auditivas o eliminar barreras arquitectónicas donde sea fácilmente factible.

SERVICIOS PARA INMIGRANTES

- Independientemente del estado migratorio o la falta de seguro de salud, los habitantes pueden buscar atención médica.
- Los Servicios de Ciudadanía e Inmigración de los Estados Unidos informaron que la atención médica relacionada con el COVID-19, incluyendo la atención preventiva, las pruebas y el tratamiento, no será considerado en su contra como "carga pública".
- Como resultado del COVID-19, el Gobierno Federal ha suspendido temporalmente la aplicación de la ley de inmigración en o cerca de las instalaciones de atención médica, incluyendo a hospitales, clínicas, atención de urgencia y consultorios médicos.
- Independientemente del estado migratorio, los habitantes de este condado pueden presentar un reclamo por discriminación ante el SCHRC basado en categorías protegidas como raza, nacionalidad y discapacidad.

**CONOZCA
SUS
DERECHOS**

CORONAVIRUS/ COVID-19

PARA REPORTAR POSIBLES CASOS DE DISCRIMINACIÓN/ACOSO

Si está amenazado con lesiones físicas, marque 911 inmediatamente

Línea directa de prejuicios y discriminación del Estado de Nueva York
1-888-392-3644

www.ny.gov/programs/hate-crimes-task-force

División de Derechos Humanos del Estado de Nueva York
631-952-6434

<https://dhr.ny.gov>

Unidad de Delitos de Odio de la Policía del Condado Suffolk
631-852-6323

Comisión de Derechos Humanos del Condado Suffolk
631-8535480

www.suffolkcountyny.gov/Departments/Human-Rights-Commission

Recursos adicionales:

Oficina del Estado de Nueva York para Nuevos Americanos
(ONA, por sus siglas en inglés)

Línea directa confidencial 1-800-566-7636

www.newamericans.ny.gov

Colegio de Abogados del Condado Suffolk
631-234-5511

www.scba.org

Oficina de Asuntos de las Minorías del Condado Suffolk
631-853-4738

Junta Asiática Americana del Condado Suffolk
www.scaaab.org



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:

FACEBOOK



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

INSTAGRAM



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

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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

Correo Electronico: Humanrights@suffolkcountyny.gov

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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.

10-0102..12/16



Steven Bellone
Ejecutivo del Condado

LA COMISIÓN DE LOS DERECHOS HUMANOS DEL CONDADO DE SUFFOLK

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• Llámenos a

(631) 853-5480

• Visite nuestra página de internet!

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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 victima 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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