

Andrew J. Spano, Westchester County Executive
County Board of Legislators

WESTCHESTER COUNTY
Human Rights Commission
2006 Annual Report



HUMAN RIGHTS COMMISSION
Delores Scott Brathwaite, Esq., Executive Director



Westchester County

HUMAN RIGHTS COMMISSION

*ANNUAL REPORT
2006*

*Hon. Andrew J. Spano
County Executive*

Westchester County Board of Legislators

*Delores Scott Brathwaite, Esq.
Executive Director*

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Message From the Executive Director

Once again, I am pleased to provide the *Annual Report* of the Westchester County Human Rights Commission and to share with you the work and progress of the Commission. The Westchester County Human Rights Commission has now been in existence for six (6) years. Operating under the Laws of Westchester County, the Commission has seen a steady increase over the years in its caseload from four (4) cases in Year 2000 to three hundred seventy one (371) cases in Year 2006.

The Commission has achieved respected status and credibility and is viewed as a vital and important agency in this County. In addition to the significant number of cases now being handled by the Commission, the Commission has also been actively involved in the community at large, engaging in important education and outreach initiatives.

Our Commission Board Members have remained steadfast, active and enthusiastic under the leadership of our Chair, Dr. George Castellanos and our Vice Chair, Mayo Bartlett. Despite our increased work, we have remained fiscally responsible and successfully operating with four staff members, including myself as the Executive Director.

I continue to be pleased with the work of the Commission and the ability of this agency to engage in the administration, advocacy, implementation and enforcement of the Westchester County Human Rights Law. We are the *voice of the victims of discrimination* and through our efforts we empower the disenfranchised and eliminate the fear and intimidation that joins hands with being treated differently or unfairly. We handle every case from intake and investigation to conciliation, mediation or formal evidentiary hearing. However, we are aware that while preventing *legal* discrimination is essential, laws do not change personal biases and the incidences of racial and ethnic attacks and the discrimination against women, gays, lesbians, immigrants, the disabled and others remain high. Prejudice of any kind is not innate – it is a learned behavior – and so it is through the process of education and outreach that the Commission attempts to teach the importance of embracing dignity and respect for *all people*.

The Westchester County Human Rights Commission has been strongly supported by the County Executive and Board of Legislators and together we will continue to insure that the people of this multicultural, multinational community receive our commitment and dedication to justice, fairness and equality. Our goal is to keep the “human” element in “humanity”.

Delores Scott Brathwaite, Esq.

The Commission

The Westchester County Human Rights Law affords protection against discrimination in the following areas: Employment, Housing, Public Accommodation and Credit and makes discrimination unlawful when based on one's group identity, race, color, religion, ethnicity, creed, age, national origin, alienage or citizenship status, familial status, gender, marital status, sexual orientation or disability. Westchester County continues to be the first municipality to provide protection to victims of domestic violence, sexual abuse or stalking, from being discriminated against in housing and employment.

The Westchester County Human Rights Commission operates with four (4) staff members: the Executive Director, Deputy Director, Human Rights Investigator and Community Worker. During the Summer, law student interns worked with the Commission lending valuable assistance and support to the work of the Commission.

Over the past six (6) years, or as of the end of December 2006, the Commission has handled approximately 1,700 claims of alleged discrimination in Westchester County, served more than eighty-five (85) formal verified complaints, held approximately thirteen (13) formal administrative hearings, and successfully mediated or conciliated a significant number of claims. This does not include instances in which a telephone call has resolved a situation or where someone has filed a claim, but has not taken the necessary steps to move it to a formal complaint.

In many instances, the Complainant in a discrimination case, will seek equitable relief more than monetary damages. Equitable relief is found in the form of getting a job interview; restoration of benefits; getting a promotion or transfer; requesting a different teacher for a student; the right to use a facility or program; or in cases from the disabled community, obtaining reasonable accommodations such as a disabled parking space or ensuring that a building provide needed facilities for the disabled community.

In addition to obtaining equitable relief, however, the Commission has successfully obtained monetary awards for complainants in a significant number of cases which now have reached almost **\$400,000**. The Commission has also undertaken on more than one occasion, review and research of new and novel issues of discrimination which currently remain under investigation.

Mission Statement

***To promote dignity and respect by advancing justice and equality
for the diverse community of Westchester***

Goals

- *Eliminate discrimination locally and globally through legal, educational and legislative advocacy*
- *Investigate, uncover and prosecute standard as well as systemic violations of the Human Rights Law and related laws*
- *Enable and support legislation designed to protect individuals from unfair and/or unequal treatment and seek the repeal of those laws that create barriers to fair and equal treatment*
- *Provide education and advocacy that fosters racial and ethnic harmony among diverse individuals and groups*
- *Promote and support the furtherance of Human Rights in employment, housing, public accommodation, education, credit and any other area.*

Developed and Published September 2005

The Commission Members

The Westchester County Human Rights Commission is a fifteen (15) member commission. Pursuant to § 110.21 of the Laws of Westchester County and § 700.08 of the Westchester County Human Rights Law, the County Executive appoints the Members of the Commission, subject to confirmation by the Westchester County Board of Legislators. This very *diverse* group of individuals comes from varied backgrounds and professions, reside in various areas throughout the County and clearly reflect the population, personally and professionally, of Westchester County.

The Commission Members serve for a term of three (3) years and may be re-appointed at the end of their term. There are no term limits for serving on the Commission. The Chair and Vice Chair of the Commission are elected annually by the members of the Commission. There are four (4) Standing Committees of the Commission. The Commission Members are not compensated for their service on the Commission.

The Members of the Commission:

George N. Castellanos, Ph.D. *Chair*
Mayo Bartlett, Esq. *Vice Chair*

Harry O. Bright, Jr.
Karen Cheeks-Lomax, Esq.
Eugene Conroy
Irene Delgado
Barbara Grace
Olivia M. King
Shelley M. Klein, Ph.D.
Barry Kramer
M. Paul Redd
Paul Ryan
Tejash Sanchala, Esq.
Wendy Serkin
Rosemary Uzzo

Commission Standing Committees

<i>Legislation</i>	Tejash Sanchala, Esq. – <i>Chair</i>
<i>Rules and Regulations</i>	Mayo Bartlett, Esq. – <i>Chair</i>
<i>Education & Outreach</i>	Harry O. Bright, Jr. – <i>Chair</i>
<i>Budget & Finance</i>	Eugene Conroy – <i>Chair</i>

The Commission meetings are held the first Wednesday of each month and are open to the public.

The Commission Staff

At present, and since its inception, the staff of the Human Rights Commission consists of four (4) individuals. As of this Annual Report, the staff members are as follows:

Delores Scott Brathwaite, Esq.	<i>Executive Director</i>
Jerrice Duckette Epps, Esq.	<i>Deputy Director</i>
Margarita (Margie) Perez	<i>Human Rights Investigator</i>
Ann Muro	<i>Community Work Assistant</i>

The Executive Director is appointed by the Human Rights Commission Members and confirmed by the County Executive. The Executive Director is responsible for hiring the Commission Staff.

The Westchester County
Human Rights Law - In Operation

Jurisdiction

The jurisdiction of the Commission spans the entire County of Westchester *except* in those areas of the County where there is a local Human Rights Commission. Local Human Rights Commissions are in Yonkers, White Plains, Mount Vernon, Peekskill, Mamaroneck-Larchmont, New Rochelle and Rye City. When the Westchester County Human Rights Commission receives a complaint regarding discrimination in any one of the above municipalities, the complaint is referred back to the Human Rights Commission in that local municipality for handling.

In all other municipalities, the Westchester County Human Rights Commission exercises complete jurisdiction and handles each individual case from inception to the closing of the case. This also includes preparation of all agreements and overseeing compliance.

Subject Matter Jurisdiction

Pursuant to the Westchester County Human Rights Law, the Commission is authorized and empowered to prohibit acts of discrimination, including discrimination in employment, housing, public accommodation and credit. Discrimination is illegal when based on race, color, religion, creed, age, national origin, alienage or citizenship status, familial status, gender, marital status, sexual orientation and disability. The Human Rights Law was expanded to include as a protected class, individuals who are victims of domestic violence, sexual abuse and stalking from discrimination in employment and housing. Westchester County remains the first municipality in the State of New York to provide this dual protection.

The Process

If an individual believes that he or she has been the victim of discrimination, he or she may file a complaint with the Commission, provided, the alleged discriminatory conduct occurred within one (1) year of the date. Complaints are received during regular business hours Monday through Friday, via telephone, appointment, walk-in, or on-line.

The Executive Director of the Commission is also authorized under the law to initiate a complaint against a Respondent where the Commission believes that the Respondent has engaged in a pattern or series of practices of discriminatory conduct that affects the rights of more than one person.

Investigation

Each potential claim is reviewed and a determination made to insure our office has both procedural and subject matter jurisdiction. Investigation takes place under the supervision and direction of the Deputy Director. A preliminary investigation may result in either a Conciliation or the filing of a formal complaint. If early Conciliation does not resolve the matter, the Investigator will conduct a full investigation which includes interviewing the parties, field visits to interview the respondents and all witnesses; making document requests; and reviewing all documents obtained.

Conciliation

Conciliation is an alternative dispute resolution process which the Commission utilizes in those instances where it is believed that early intervention may resolve the issue before generating a formal complaint.

Formal Complaint

If Conciliation has been unsuccessful, the Commission will proceed with the filing of a formal verified complaint. The complaint must be responded to with a verified answer from the named respondents. Once the answer has been received, the investigator and deputy will review the case to determine whether further investigation is warranted. On occasion the Respondent will seek to conduct discovery proceedings.

Determination

At the conclusion of the investigation and review, the Commission makes a determination of “**probable cause**” or “**no probable cause**” as to whether discrimination exists. If the evidence is insufficient to establish discrimination, a determination of no probable cause will be issued and the case will be dismissed. If the Commission determines a finding of **probable cause** the case will move forward to be prosecuted. Both Complainant and Respondent have the right to appeal to the Commission for a review of a finding of **probable cause** or **no probable cause** which is adverse to them.

Formal Mediation

The parties are encouraged to participate in a formal Mediation under the Commission’s *Alternative Dispute Program*. In this instance, the parties meet with a neutral third party trained and certified to mediate and resolve human rights cases. If the Mediation is successful, the Commission prepares a Mediation Settlement Agreement which is signed by the parties and the Commission. This Agreement is enforceable under the law. If the Mediation is unsuccessful, the matter will be scheduled for a full evidentiary administrative hearing. The Commission has four (4) certified Mediators who work with the Commission and work without compensation.

The Executive Director, in addition to being an attorney, is a certified Mediator, Arbitrator and Trainer and provides guidance and counsel in this area to ensure the quality and integrity of the process.

Public Administrative Hearing

In accordance with the law, rules and regulations of the Westchester County Human Rights Commission, the hearings are full evidentiary hearings and are held before an Administrative Law Judge. All hearings are open to the public unless otherwise indicated by the Administrative Law Judge.

The Commission has a panel of Administrative Law Judges (ALJ) who are attorneys licensed by the State of New York. The ALJ's hold a preliminary pre-trial conference to insure that all documents have been exchanged, whether discovery needs to be taken or has concluded, and whether there is an opportunity for settlement prior to the hearing. If the case does not settle, the case proceeds to a full hearing before the ALJ and court reporter, and includes the examination and cross-examination of parties and witnesses. The Commission has the authority to subpoena witnesses and documents.

When the hearing has concluded, or as soon thereafter as practicable, the Administrative Law Judge, will issue *Findings of Fact and Recommended Decision* which is then submitted to the Commission for review. After review, the Commission will issue an *Order* accepting, modifying or rejecting the *Findings and Recommendation*. Both Complainant and Respondent have the right to appeal the Commission's Order to the State Supreme Court.

Remedies

If the Commission determines that the Respondent(s) has engaged in unlawful discriminatory conduct and behavior it is endowed with broad remedial powers that include issuing an Order requiring the Respondent to (1) cease and desist from such unlawful practices; (2) require affirmative action on the part of the Respondent to hire, reinstate, promote or upgrade employees with back pay, restoration of membership in organizations; (3) provide reasonable accommodation for a complainant's disability; (4) award compensatory damages to complainant; (5) award damages, including punitive damages, in housing cases; (6) implement anti-discrimination policies and report the compliance to the Commission.

In cases where there is a pattern or practice of discriminatory conduct and the complaint has been initiated by the Executive Director, the remedy is limited to a cease and desist order and a request for compliance. The Commission is presently seeking to expand the damages clause of the Human Rights Law to include the award of monetary damages in such cases.

Interaction with Other Departments and Commissions

The Commission has established and enjoys a collaborative working relationship with other departments. The County Attorney serves as legal counsel to the Commission and provides advice and counsel on complex legal issues. The relationship has been, and continues to be, both productive and rewarding.

We continue to find the threads of commonality that bring together the Commission and the Office of the Disabled, the Office of LGBT Community, the Office of Hispanic Affairs, the Office of African American Affairs, the Office for Women and the Office of Asian American Affairs. The Commission consistently strives to strengthen these relationships. The Commission during an education and outreach initiative engaged the participation of each of the above county agencies. Serving on the panel, these offices provided valuable information and education on the need for working together to combat discrimination and embrace acceptance.

The Westchester County Commission also has formed alliances with local human rights commissions in the County and throughout the State of New York. The Executive Director has a working relationship with the NY State Division of Human Rights and the New York City Human Rights Commission. Elected and serving as the Vice President of the New York State Local Human Rights Commission, the Executive Director also has developed solid working relationships with Nassau County Human Rights Commission, Tompkins County Human Rights Commission, Schenectady Human Rights Commission and Rockland County Human Rights Commission. Working relationship will continue to be developed with other commissions.

The Westchester County Human Rights Commission is also an active member of the *International Association of Official Human Rights Agencies* (IAOHRA) and in 2006 some commission members along with the Executive Director and Deputy Director attended the Annual Conference of IAOHRA which was attended by Human Rights Agencies from all over the United States, Canada and Europe. The Westchester County Commission proudly led the proposal and preparation of the Resolution Addressing the Human Rights Atrocities of Katrina.

Education and Outreach Initiatives

The Commission believes it is important to participate in educating the community, businesses and organizations about the importance of diversity, inclusion and acceptance. In an effort to foster “prevention rather than cure”, the Commission has been engaged in several educational and outreach initiatives focused on promoting, understanding and raising the consciousness of the community.

One of the Commission’s initiatives for 2006 was to work closely with schools in the County in developing programs designed to promote an understanding of human rights. The Commission in conjunction Tuckahoe School District has developed a program – “*Building Communities Through Partnerships*” – which can be used as a model for other schools.

In 2006 the Executive Director of the Commission was a key participant in the Candlelight Vigil programs of the Unity Club of Gorton High School in Yonkers. The program, led by students under the leadership of their faculty advisors, raises awareness of the injustice of prejudice which created the holocaust and feeds modern day genocide.

The Executive Director has been invited to speak at numerous functions and events and has participated in several panel discussions and forums on the issue of human rights and civil rights. Serving as the Chair of the Diversity Committee of the Westchester Women’s Bar Association, the Executive Director moderated a countywide forum on “*Making Diversity Happen in Westchester County*” as well as moderated a forum on “*The State of Black America*”.

The Executive Director also gave a keynote presentation on Age Discrimination in the Workplace at Westchester Community College and also spoke at the White Plains Rotary Club Luncheon; the NY State Department of Labor-Human Resources Management on topics pertaining to human rights and the law. The Executive Director and Deputy Director also attended and participated in the “*International Women’s Rights*” forum and luncheon at the United Nations.

Legislative Issues / Rules and Regulations

The Westchester County Human Rights Law is one of the strongest and most comprehensive human rights law in the nation. On October 6, 2005, County Executive Andrew J. Spano signed into law an amendment to protect victims of domestic violence, sexual abuse and stalking from being discriminated against in employment and housing. This legislative amendment, which has been applauded as one of the County’s most important accomplishments, received the unanimous vote of the Board of Legislators. Westchester County made history with this domestic violence law because it is the ***first municipality in the State of New York*** to afford this protection and one of the few municipalities nationwide.

The Executive Director and the Commission’s Legislative and Rules and Regulations Committees are presently reviewing the Human Rights Law and the accompanying rules and regulations to insure that, as the Commission progresses, it is providing the best protection, the best practices and the best services for the people of Westchester County.

Financial Information

In the year 2006 the Commission was allotted a budget of \$650,000.00 for its operation. The Commission has remained fiscally responsible and has remained within the allocated budget amount. In addition, many cases are conciliated or mediated in house which provides a substantial savings for the Commission.

Case Statistics for Year 2006

The Commission has handled, and continues to handle, claims of discrimination alleged against large corporations, small businesses, banks, medical facilities, schools, housing entities and other organizations or businesses. These claims have resulted in monetary awards as well as other significant equitable relief. The Commission has also seen an increased number of disability cases in 2006 and has been able to obtain important equitable relief such as reasonable accommodation in several cases involving individuals with disabilities, or insured protection in issues regarding religious observance, reinstatement to jobs or obtained benefits which may have been unfairly withheld or removed.

In the Year 2006, the Commission had an intake of **321** cases of alleged discrimination as against **304** cases in 2004 and **371** in **2005**. In 2006, 150 cases were referred to other commissions and entities because the Commission lacked jurisdiction to handle them. Of those, twenty-six (26) cases were referred to New York State Division of Human Rights as they primarily involved complaints against a County agency or department. Several cases were also referred back to local municipalities even though that municipality may not have a functioning commission.

Note that 91 cases were dismissed due to “no basis”, which means the proposed allegation or claim was not covered under the Human Rights Law or the claimant was required to exhaust other remedies through a union or similar administrative grievance procedures prior to filing a claim with the Commission.

In the Year 2006, Employment claims continued to rank as the majority with 188 claims (59%); Housing claims ranking second with 49 claims (15%); and Public Accommodation next with 27 claims (8%); Other at 45 claims (14%); and Unknown coming in at 11 claims (3%). We saw one (1) claim in 2006 with respect to Credit. The majority of the claims filed in 2006 were based on Race – 67 claims, followed by Disability – 58 claims; Ethnicity – 58 claims; Color – 39 claims and then Age – 27 claims. In comparison, last year Ethnicity ranked the highest; this year it was Race and also we saw an increase in Age discrimination claims.

Twenty-nine (29) formal complaints were served and filed in 2006 – a significant increase over 2005; six (6) formal mediations were held and four (4) full administrative hearings were held. Numerous claims were conciliated and closed. The Commission has one case still open from 2002 ; one case open from 2003; none from 2004; twelve from 2005; and eighteen cases from 2006. Some cases are involved in extensive litigation or are presently scheduled for Mediation or Hearing. The Commission is pleased to report that it **does not** have a backlog of cases.

As of December 31, 2006, forty-four (44) cases remained on active status. This number **does not** include cases where people have contacted us, been interviewed, but have not yet filed a formal complaint.

Achievements and Accomplishments - 2006

- ✓ Established a working relationship with Tuckahoe School District in the development of their diversity initiatives
- ✓ Began the partnership program “Building Communities Through Partnership” to work with the schools including faculty, students and parents to foster better understanding of diversity
- ✓ Established working relationship with Gorton High School and their Candlelight Vigil for victims of the Holocaust, genocide in Darfur and other human rights atrocities locally, nationally and internationally
- ✓ Development of a Fair Housing Law and attendant Rules and Regulations
- ✓ Drafted legislation to amend the Human Rights Law and Rules and Regulations
- ✓ Developed On-Line Filing of Complaints
- ✓ Numerous radio and television interviews and appearances regarding human rights violations, the continuing problems associated with violations subsequent to Katrina and other issues involving human rights or diversity
- ✓ Involved in forums on “*Age Discrimination in Employment*”, “*Is there really Fair Housing?*”; “*The State of Black America*”; and “*Hate Hurts – A Look at Hate Crimes*”
- ✓ Maintained working alliance and collaborative meetings and programs with American Jewish Committee, Coalition for Mutual Respect and Hope House
- ✓ Launched the Commission’s Newsletter “*Human Rights –Today!*” in Spanish
- ✓ Established a working relationship with the Pace Law School – John Jay Legal Services Clinic to assist Complainants in hearings based on disability claims
- ✓ Established a *Donald Silverman Moot Court Competition* Committee in memory of the late Honorable Donald Silverman. Competition tentatively scheduled for Fall 2007
- ✓ The Commission was given the honor to rename its Lifetime Achievement Award after the late ***Ossie Davis***, renowned actor and human/civil rights activist. Ruby Dee and the family attended the Commission’s Annual Human Rights Day Breakfast and Awards and inaugurated and presented the first ***Ossie Davis Human Rights Lifetime Achievement Award*** to Rabbi Amiel Wohl. Mrs. Oriah Redd, well known County activist and women’s rights advocate was honored and received the ***Champion of Human Rights Award***. Gorton High School’s Unity Club was honored with the Commission’s Meritorious Achievement Award for their work in raising awareness of the atrocities of genocide and the problems in Darfur.

Moving Forward - 2007

- There continues to be a significant increase in allegations of discrimination in our public schools. The Commission, in addition to the prosecution of these claims, will continue its efforts in working with the school districts on developing or enhancing their diversity initiatives
- The Commission has also seen a rise in housing discrimination and will vigorously work to prosecute claims of housing discrimination as well as designing and implementing programs that will educate the community with respect to the importance of fair housing
- Pursuing present negotiations to establish a working relationship with HUD and EEOC
- Pursuing legislative changes that will expand the Commission's authority to award damages in pattern and practice cases and other changes that are needed to better protect the citizens of the County from discriminatory practices
- Continue working to develop a more efficient Case Management System
- Pursuing a means for assisting unrepresented complainants who have cases with the Commission

Conclusion

As we embark on a new year, the Commission is pleased with its accomplishments and achievements and will continue to encourage, through education, the importance of change and acceptance individually, collectively and institutionally. Success will be achieved when the County no longer needs a Human Rights Commission – but we still have a long way to go before that happens.

Respectfully Submitted

A handwritten signature in black ink, appearing to read "Delores Scott Brathwaite", with a long, sweeping horizontal flourish extending to the right.

Delores Scott Brathwaite, Executive Director

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APPENDIX

Monthly Breakdown of Preliminary Inquiry Reports (PIR)	A
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**Westchester County
Human Rights Commission**

Preliminary Inquiry Reports

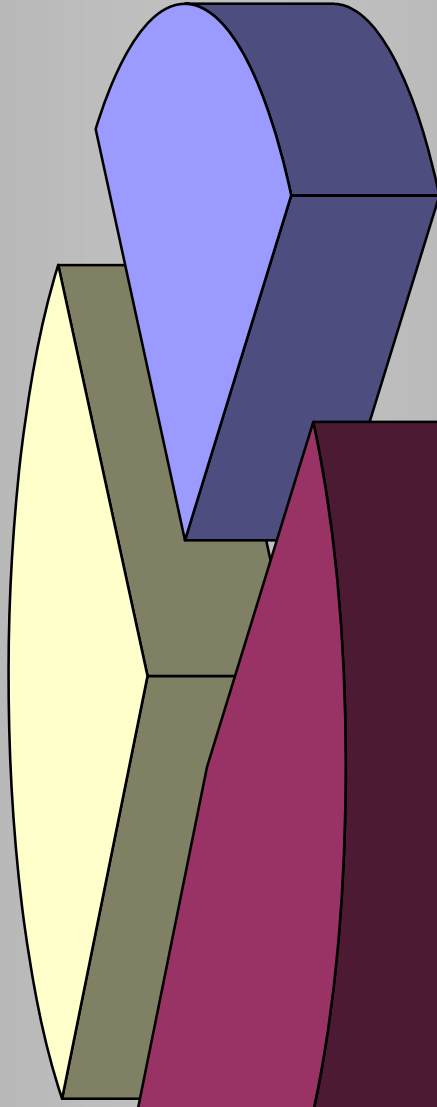
Monthly Statistical Breakdown for Period January 1, 2006 to December 31, 2006

Month	Intakes	Active Status	Referrals	No Basis
January	27	9	10	8
February	19	5	11	3
March	33	5	15	13
April	24	9	10	5
May	26	6	9	11
June	29	4	14	11
July	19	5	6	8
August	35	8	14	13
September	23	4	16	3
October	31	10	14	7
November	33	10	19	4
December	22	5	12	5
Totals:	321	80	150	91
Percentages:		25%	47%	28%

* No Basis: refers to non-discrimination cases and cases being handled by Unions, HR Departments, etc.

PIR's Year 2006

No Basis
28%



Active Status
25%

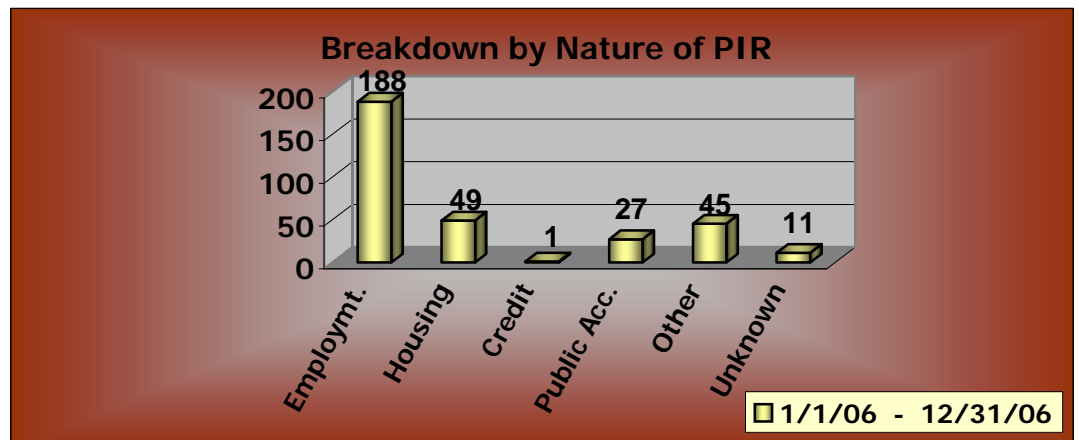
Referrals
47%

- Active Status
- Referrals
- No Basis

**Westchester County
Human Rights Commission
Breakdown by Nature of PIR
Year 2006**

JANUARY		FEBRUARY		MARCH		APRIL	
Employment	20	Employment	15	Employment	18	Employment	12
Housing	2	Housing	1	Housing	7	Housing	5
Credit	0	Credit	0	Credit	0	Credit	0
Public Acc.	3	Public Acc.	1	Public Acc.	6	Public Acc.	5
Other	2	Other	2	Other	2	Other	2
Unknown	0	Unknown	0	Unknown	0	Unknown	0
Total:	27	Total:	19	Total:	33	Total:	24
MAY		JUNE		JULY		AUGUST	
Employment	11	Employment	19	Employment	9	Employment	22
Housing	7	Housing	6	Housing	4	Housing	6
Credit	1	Credit	0	Credit	0	Credit	0
Public Acc.	1	Public Acc.	1	Public Acc.	1	Public Acc.	2
Other	5	Other	3	Other	5	Other	5
Unknown	1	Unknown	0	Unknown	0	Unknown	0
Total:	26	Total:	29	Total:	19	Total:	35
SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
Employment	14	Employment	15	Employment	21	Employment	12
Housing	4	Housing	2	Housing	4	Housing	1
Credit	0	Credit	0	Credit	0	Credit	0
Public Acc.	1	Public Acc.	3	Public Acc.	0	Public Acc.	3
Other	3	Other	5	Other	5	Other	6
Unknown	1	Unknown	6	Unknown	3	Unknown	0
Total:	23	Total:	31	Total:	33	Total:	22

Totals for period 1/1/06 - 12/31/06		
		%
Employmt.	188	59
Housing	49	15
Credit	1	0
Public Acc.	27	8
Other	45	14
Unknown	11	3
Total:	321	

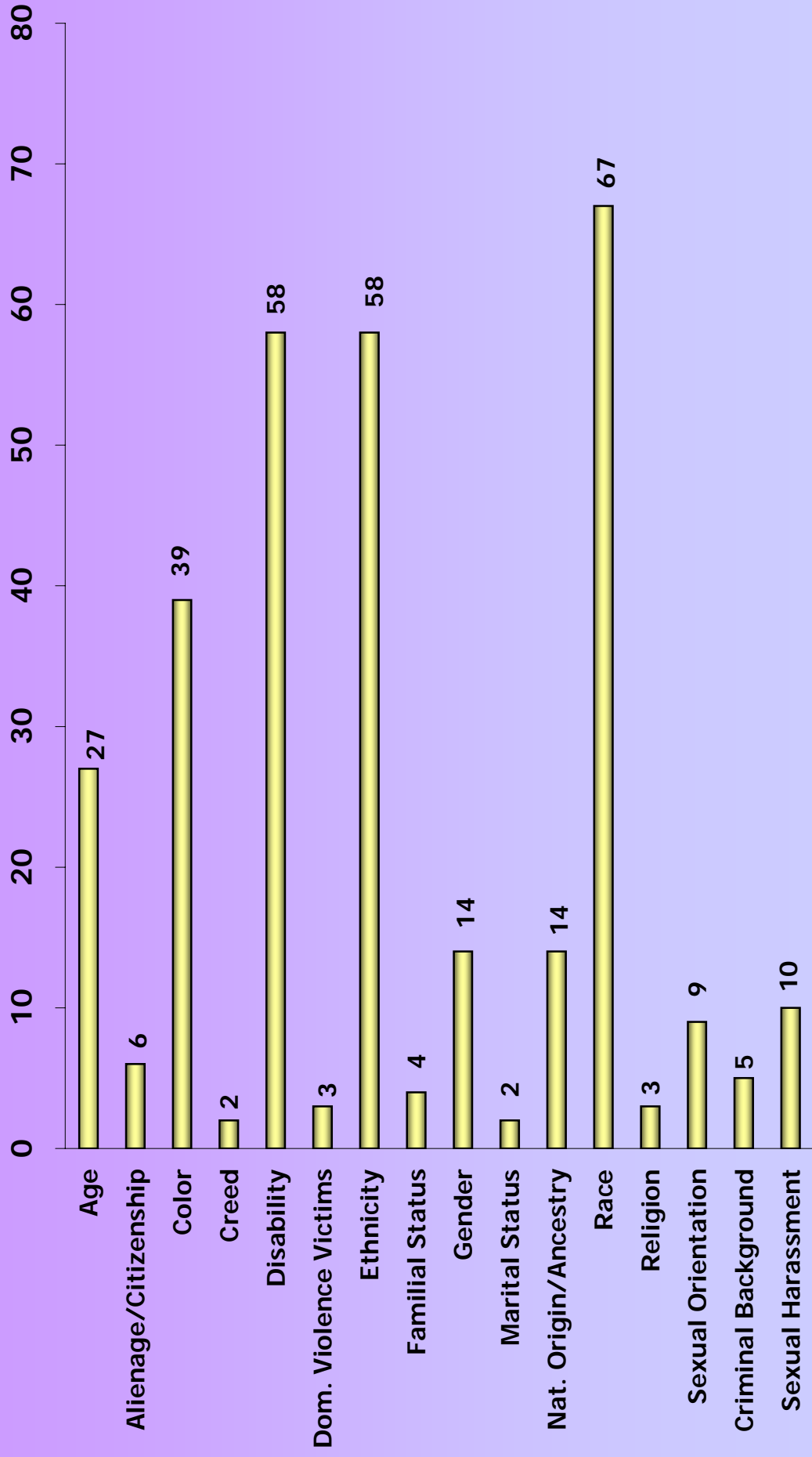


**Westchester County
Human Rights Commission**

Inquiries by Basis - Year 2006

Year 2006	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Age	3	3	1	2	3	1	1	4	2	3	2	2	27	8.41%
Alienage/Citizenship	2				1				3				6	1.87%
Color	3	2	3	5	5	2		5	3	2	2	7	39	12.15%
Creed			1	1									2	0.62%
Disability	7	5	7	3	3	6	4	8	3	6	6		58	18.07%
Domestic Violence Victims									1	2			3	0.93%
Ethnicity	3	1	2	11	5	6	4	6	3	6	6	5	58	18.07%
Familial Status			1	1						1		1	4	1.25%
Gender	2	2	1	1		2				1	5		14	4.36%
Marital Status	1		1										2	0.62%
Nat. Origin/Ancestry				4		1	1	3	2		3		14	4.36%
Race	3	1	7	10	8	2	4	7	4	6	9	6	67	20.87%
Religion	1			1					1				3	0.93%
Sexual Orientation		1	3	1				1		2	1		9	2.80%
Criminal Background	1								1	1	1	1	5	1.56%
Sexual Harassment	1		1	1		1		3	1	1		1	10	3.12%
													TOTAL:	321

Inquiries by Basis - Year 2006

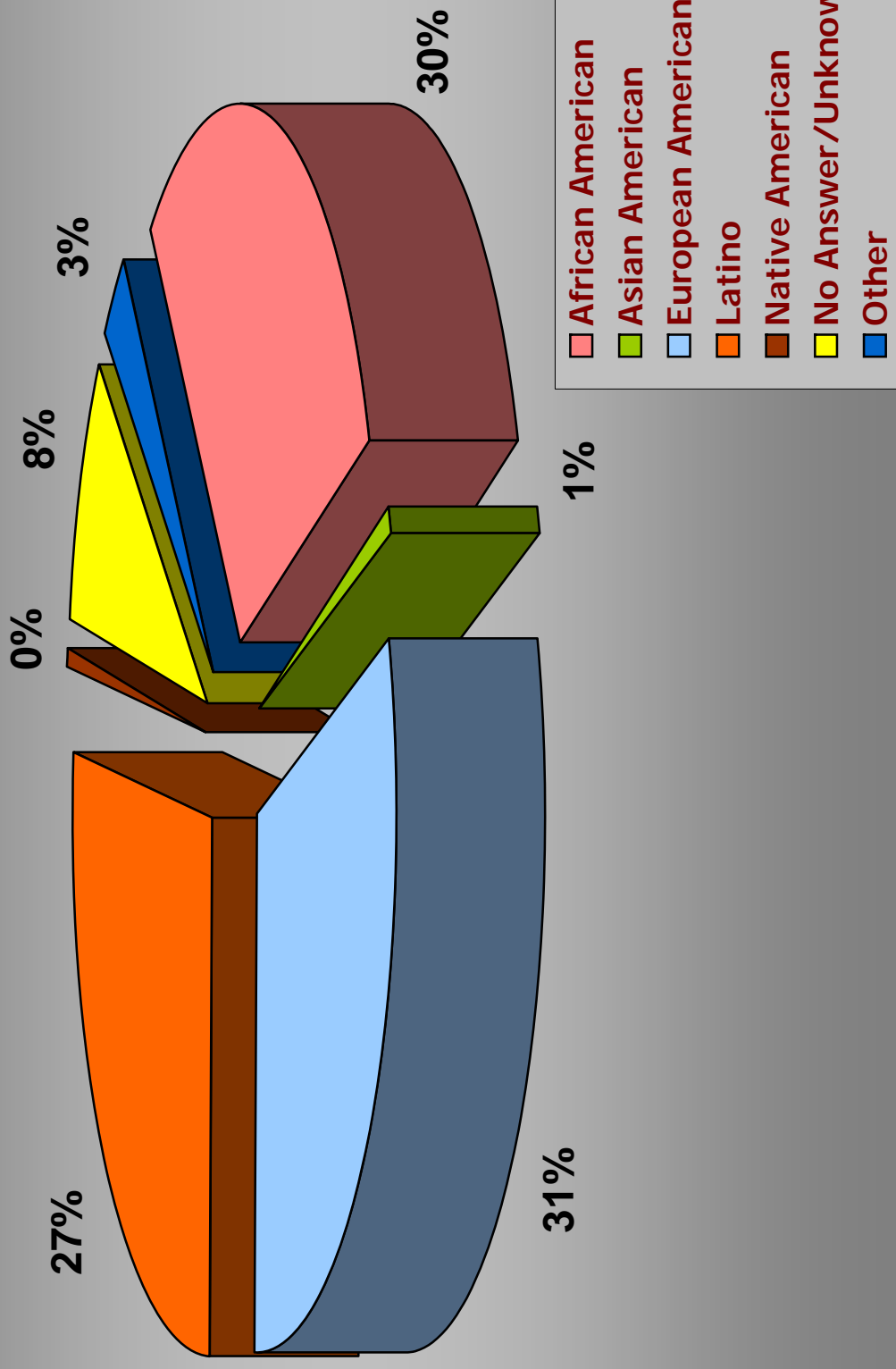


**Westchester County
Human Rights Commission
Breakdown by Race & Gender
Year 2006**

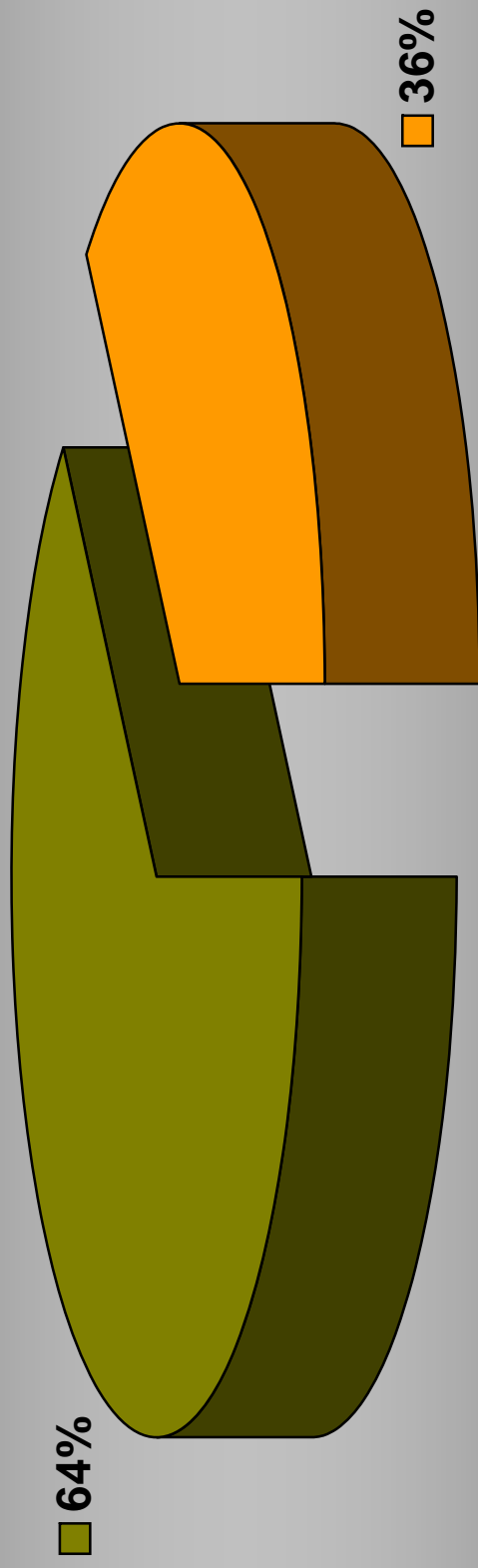
Year 2006	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
African American	6	4	15	8	10	9	3	9	9	6	7	10	96
Asian American	0	1	0	0	0	0	2	0	0	0	0	0	3
European American	10	6	12	9	11	7	6	11	7	5	10	4	98
Latino	7	5	6	6	4	9	5	10	5	14	11	4	86
Native American	0	0	0	1	0	0	0	0	0	0	0	0	1
No Answer/Unknown	4	3	0	0	1	2	2	2	1	6	4	2	27
Other	0	0	0	0	0	2	1	3	1	0	1	2	10
													321
Male	9	6	14	9	8	8	7	13	9	10	15	8	116
Female	18	13	19	15	18	21	12	22	14	21	18	14	205

NOTE: Includes All Claimants.

**PIR's - By Race (All Claimants)
Year 2006**



PIR's - By Gender Year 2006



Male Female

Westchester County Human Rights Commission

Cases Referred

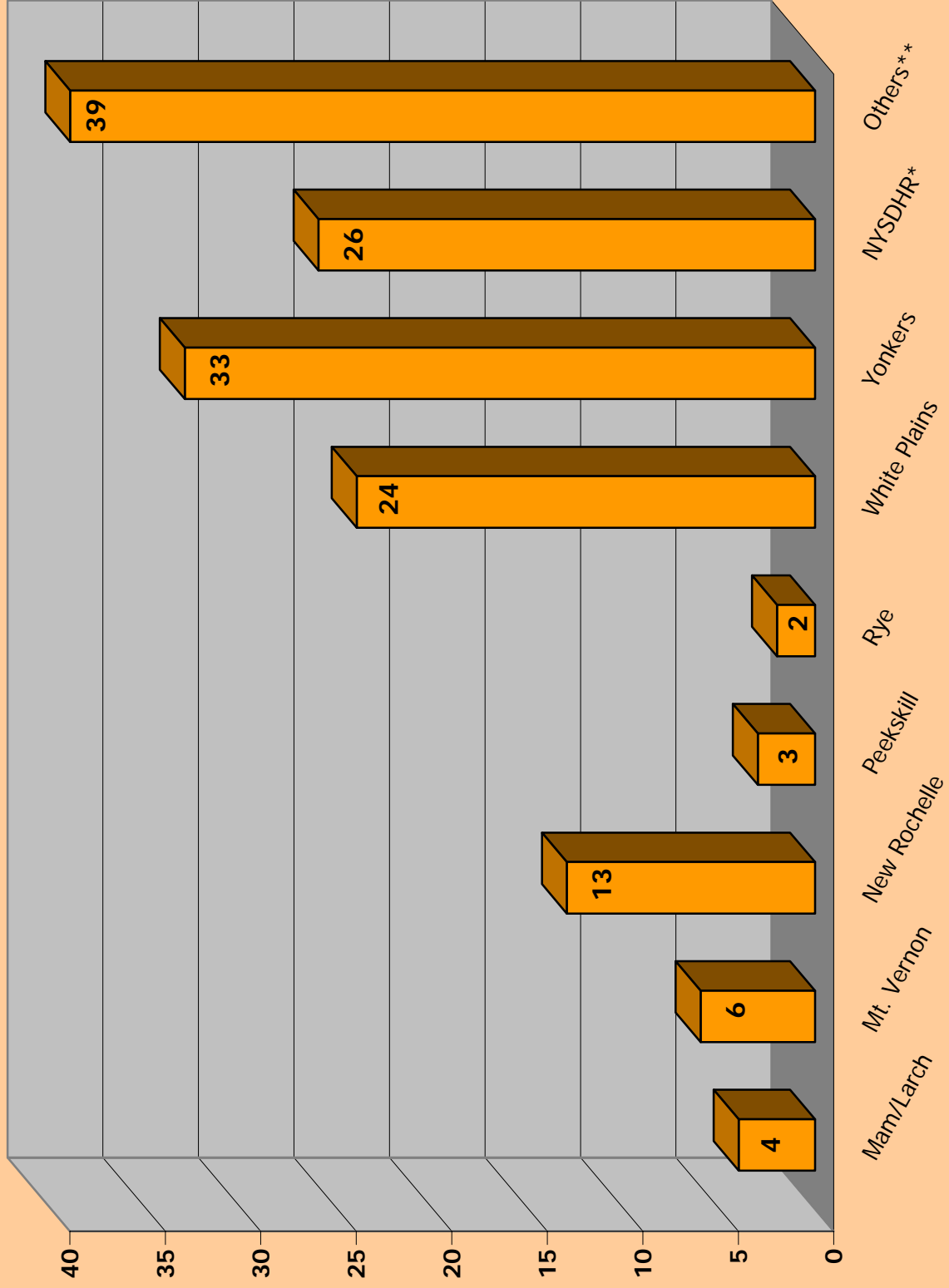
Monthly Statistical Breakdown for Period January 1, 2006 to December 31, 2006

	Mam/Larch	Mt. Vernon	New Rochelle	Peekskill	Rye	White Plains	Yonkers	NYS DHR*	Others**	TOTALS
January	0	2	0	0	1	2	2	0	3	10
February	0	0	0	1	0	2	2	3	3	11
March	0	0	0	1	0	3	4	2	5	15
April	0	0	0	0	0	2	3	1	4	10
May	0	0	0	1	0	3	0	2	3	9
June	2	2	3	0	0	2	1	2	2	14
July	0	0	1	0	0	2	3	0	0	6
August	1	1	2	0	0	3	4	3	0	14
September	0	0	1	0	0	1	2	5	7	16
October	1	0	2	0	0	2	5	0	4	14
November	0	0	2	0	0	0	4	7	6	19
December	0	1	2	0	1	2	3	1	2	12
TOTALS	4	6	13	3	2	24	33	26	39	150

* "NYS DHR" (NY State Division of Human Rights): Inquires or claims against Westchester County Agencies and / or Departments.

** "OTHER" means cases referred to jurisdictions outside of Westchester County, i.e. New York City, Rockland County and Connecticut, etc.

Cases Referred - Year 2006



**WESTCHESTER COUNTY
HUMAN RIGHTS COMMISSION**

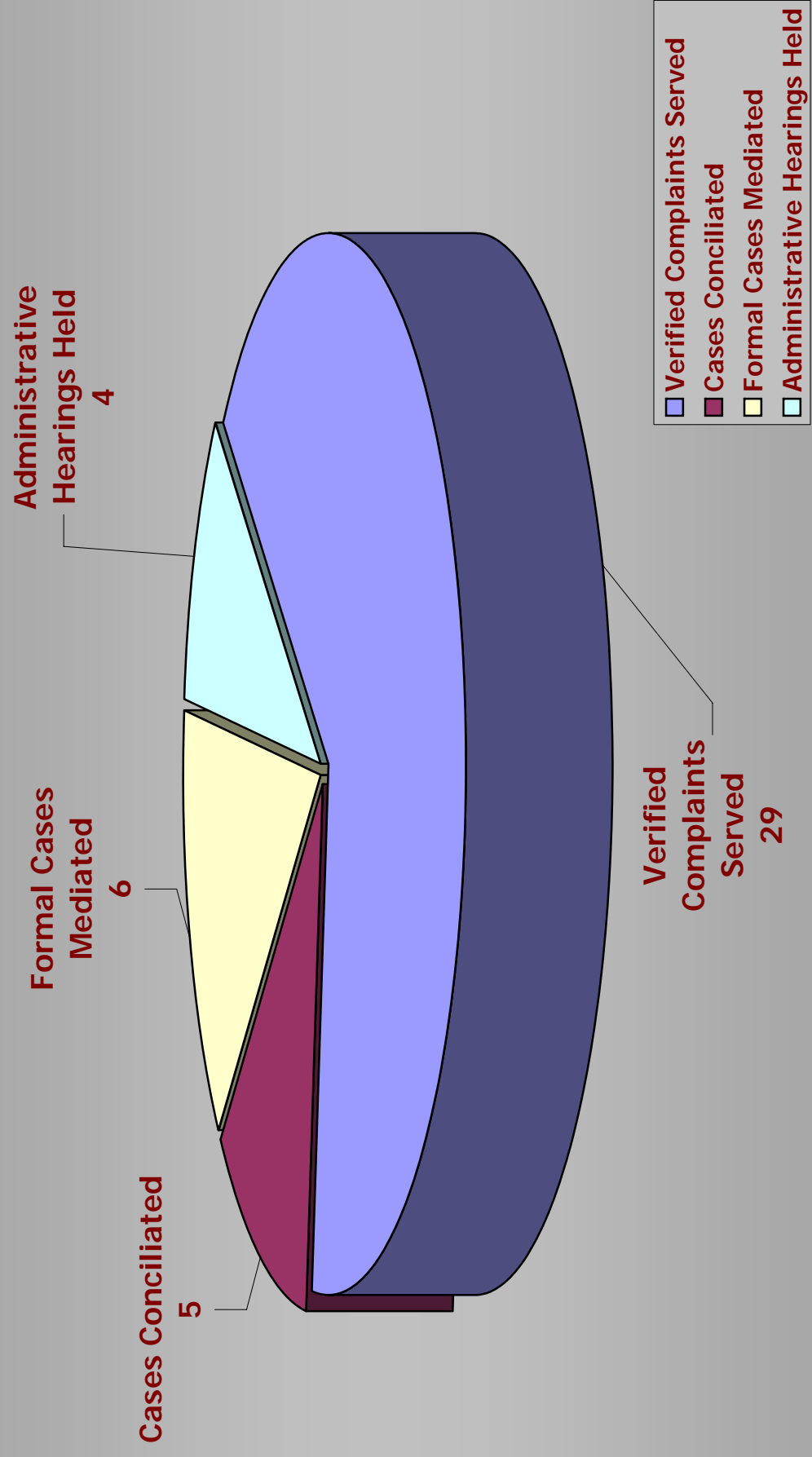
Verified Complaints Served	
2001	7
2002	4
2003	8
2004	16
2005	17
2006	29
Total:	81

Administrative Hearings Held	
2001	0
2002	1
2003	3
2004	1
2005	4
2006	4
Total:	13

Formal Mediations Held	
2001	2
2002	3
2003	2
2004	2
2005	5
2006	6
Total:	20

Conciliated Cases	
2001	1
2002	4
2003	3
2004	1
2005	7
2006	5
Total:	21

Year 2006



**WESTCHESTER COUNTY
HUMAN RIGHTS COMMISSION**

ANNUAL PROGRESS BASED ON YEARLY INTAKE OF CASES

Total Actual Cases		Closed Cases	
2000	4	2000	4
2001	28	2001	28
2002	23	2002	22
2003	47	2003	45
2004	40	2004	35
2005	44	2005	29
2006	37	2006	16
	<u><u>223</u></u>		<u><u>179</u></u>
	Active Cases:		44

WESTCHESTER COUNTY HUMAN RIGHTS COMMISSION

Monetary Awards	
2001	0
2002	9,500
2003	153,300
2004	1,500
2005	150,000
2006	40,712
Total:	<u>\$355,012</u>

