

**ATTORNEY GENERAL OF THE STATE OF NEW YORK
CIVIL RIGHTS BUREAU**

**IN THE MATTER OF THE INVESTIGATION OF
ERIC T. SCHNEIDERMAN, ATTORNEY GENERAL
OF THE STATE OF NEW YORK,**

OF

BOY SCOUTS OF AMERICA

**ASSURANCE OF
DISCONTINUANCE
PURSUANT TO
EXECUTIVE LAW § 63(15)**

In April 2015, the Office of the Attorney General of the State of New York (“OAG”) opened an investigation into the Boy Scouts of America (“BSA”). The investigation sought to determine whether the BSA discriminated against individuals in New York State on the basis of sexual orientation. Specifically, the investigation sought to determine whether a BSA policy prohibiting the employment of openly gay adults required to serve as registered leaders constituted unlawful employment discrimination under the New York State and New York City Human Rights Laws.

This Assurance of Discontinuance (“Assurance”) contains the findings of the OAG in connection with its investigation of the BSA and the relief agreed to by the OAG and the BSA.

I.
DEFINITIONS

1. As used throughout this Assurance, the terms set forth below shall have the following meanings.
 - a. "Assurance" means this Assurance of Discontinuance.
 - b. "Effective Date" means the date that this Assurance is signed by an authorized representative of the OAG.
 - c. "BSA" means the Boy Scouts of America and its board of directors, employees, or representatives.
 - d. "Managerial Employees" means those employees exercising managerial or supervisory authority, making hiring or retention decisions, or disseminating hiring or retention information or policies with respect to applicants and employees in the State of New York.
 - e. "New York City Human Rights Law" means the New York Administrative Code, § 8-101, *et seq.*
 - f. "New York State Human Rights Law" means the New York Executive Law, § 290, *et seq.*
 - g. "OAG" means the New York State Office of the Attorney General.
 - h. "Parties" means the OAG and the BSA.
 - i. Terms of construction:
 - i. "And" and "or" shall be construed conjunctively or disjunctively as necessary to make the meaning inclusive rather than exclusive.
 - ii. "All" means "any and all" and "any" means "any and all."

- iii. "Concerning" means relating to, referring to, describing, evidencing, regarding, reflecting, or constituting.
- iv. "Day" refers to a calendar day, not a business day.
- v. "Including" means without limitation.
- vi. The singular of any word includes the plural; the plural of any word includes the singular.

II. **FINDINGS**

The BSA and Its Membership and Leadership Policies

2. The BSA was founded in 1910 and chartered by Congress with the mission of preparing young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law. The Scout Oath states that: "On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight." Similarly, the Scout Law states that: "A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent." The vision of the BSA is to prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Scout Law.
3. The BSA employs approximately 1,100 individuals nationwide, most of whom work out of the National Service Center in Irving, Texas. The BSA employs approximately 27 individuals in the State of New York, including those who work at eight Scout Shops in different locations across New York State – e.g., Rochester, Syracuse, New York City, Massapequa – at which the BSA sells official merchandise, apparel, and sporting equipment.

4. The programs of the BSA are delivered to youth members through local council service centers, referred to within the BSA as “local councils.” The BSA charters these local councils to deliver the Scouting program to youth in specific geographic areas of the country. There are sixteen local councils with headquarters in the State of New York, including, *e.g.*, the Greater New York Councils in New York City. Each of these local councils is a separate nonprofit corporation.
5. Employees of the local councils are not employees of the BSA. Nevertheless, some employees hired by local councils are required to register as adult leaders of the BSA, and the BSA determines the standards for leaders. In particular, employment positions that are limited to professionals commissioned by the BSA and other employment positions that have a close relationship to the mission of Scouting require the employee to accept the Scout Oath and the Scout Law and to be a registered leader.
6. The BSA excluded from membership and leadership openly gay individuals or, as the BSA describes such individuals, “known or avowed homosexuals.” In May 2013, the BSA changed the policy with respect to youth members (*i.e.*, individuals aged 5 – 17). As a result, as of January 1, 2014 a youth may not be denied membership in the BSA on the basis of sexual orientation alone. The BSA, however, did not change its adult leadership standard at that time, and the BSA continued to maintain an adult leadership standard that excluded openly gay individuals who are aged eighteen or older (“Old Leadership Standard”).
7. In December 2014, an openly gay BSA youth member, who had recently turned eighteen, submitted an application to work as a camp staffer with the Greater New York Councils. The Greater New York Councils hired the openly gay individual in February 2015.

Aware that the staffer was required, as part of his employment, to register as an adult leader of the BSA, the Greater New York Councils submitted the staffer's adult leader application to the BSA for such registration. The BSA registered the individual and took no action to interfere with his employment by the Greater New York Councils.

The OAG's Investigation

8. On April 20, 2015, the OAG opened an investigation into the BSA. Pursuant to the investigation, the OAG sought information concerning the Old Leadership Standard and other current BSA policies pertaining to the employment of adults in New York State.
9. The BSA cooperated with the OAG's investigation. The OAG's investigation included reviewing documents concerning pertinent policies, procedures, and practices of the BSA, as well as multiple live and telephonic meetings with counsel for the BSA to discuss the nature and status of the BSA's employment policies. During these meetings, the OAG expressed its view that the use of the BSA's Old Leadership Standard to deny employment to an individual, on the basis of sexual orientation, in New York State may violate the NYSHRL or the NYCHRL; and BSA representatives expressed the view that the employment practices in question remain protected by the First Amendment to the United States Constitution.
10. During the course of the investigation, the BSA's President, Dr. Robert M. Gates, spoke publicly concerning the Old Leadership Standard. At the BSA's national annual meeting in May 2015, Dr. Gates encouraged the BSA to consider changing the Old Leadership Standard. Dr. Gates further stated the BSA would not take any action against local councils that did not follow the BSA's Old Leadership Standard in order to comply with state anti-discrimination laws.

11. In June 2015, two months following the opening of the OAG's investigation, the BSA further advised all Scout Executives that for those jurisdictions in which the law prohibits discrimination on the basis of sexual orientation: (i) local councils should abide by state law prohibiting discrimination based upon sexual orientation with respect to all employment decisions; (ii) local councils should remove from their websites and other local council publications any reference to sexual orientation being a factor in employment decisions; (iii) local councils should not ask questions during interviews regarding sexual orientation and should not allow sexual orientation to be a factor in making hiring decisions; and (iv) for otherwise-qualified adults seeking employment in a position requiring registration as an adult leader, the BSA would allow registration without regard to sexual orientation.
12. On July 10, 2015, the BSA's Executive Committee adopted a resolution rescinding the prohibition on openly gay adult leaders from its adult leader standard. The resolution was ratified by the BSA's National Executive Board on July 27, 2015.

III. PROSPECTIVE RELIEF

WHEREAS, the NYSHRL makes it unlawful for an employer to refuse to hire or employ, or discriminate in compensation or in terms, conditions, or privileges of employment against an individual based on sexual orientation; and the NYCHRL similarly prohibits an employer from refusing to hire or discriminating against a person in compensation or in terms, conditions or privileges of employment on the basis of sexual orientation. *See* N.Y. Exec. Law § 296(1)(a); N.Y.C. Admin. Code § 8-107(1)(a);

WHEREAS, entities that operate in or are registered to do business in the State of New York must comply with these anti-discrimination requirements;

WHEREAS, the investigation by the OAG included the review of documents concerning the BSA's pertinent membership and leadership standards, policies, procedures, and practices, as well as meetings with counsel for the BSA to discuss the nature and status of the BSA's employment policies;

WHEREAS, the BSA neither admits nor denies the findings of the OAG as set forth in Paragraphs 2 – 12,

WHEREAS, the BSA asserts that it and its local councils have never violated any of the obligations, terms, and conditions of the NYSHRL and NYCHRL;

WHEREAS, the Parties are willing to accept the terms of this Assurance to resolve the OAG's investigation into the BSA; and

WHEREAS, the Parties believe that the obligations imposed by this Assurance are prudent and appropriate;

IT IS HEREBY UNDERSTOOD AND AGREED, by and between the BSA and the OAG as follows:

A.
GENERAL INJUNCTION

13. The BSA agrees to comply with the NYSHRL, the NYCHRL, and any other applicable laws and regulations prohibiting discrimination on the basis of sexual orientation in effect in New York State.

B.
ELIMINATION OF THE OLD NATIONAL STANDARD ON GAY LEADERS

14. The BSA represents that on July 27, 2015, it permanently amended the Old Leadership Standard on a nationwide basis, and removed the Old Leadership Standard from all BSA

rules, policies, and procedures pertaining to leadership or employment eligibility, as described in the resolution ratified on July 27, 2015.

15. As a part of its elimination of the Old Leadership Standard, the BSA specifically agrees to:

- a. Continue to refrain from inquiring about and refrain from acting adversely upon any applicant's sexual orientation or perceived sexual orientation;
- b. Ensure that information provided to applicants, employees, and the public generally regarding eligibility for employment or ability to seek employment job positions in the State of New York will accurately reflect the BSA's obligations under law; and specifically that all written or electronically-disseminated materials regarding eligibility for employment opportunities in the State of New York, including job applications or postings, will comply with the NYSHRL and, if within the City of New York, will also comply with the NYCHRL;
- c. Provide such legally compliant job applications to all local councils for use in New York State;
- d. Confirm to the OAG, within thirty (30) days of the Effective Date, that all local councils in New York State have been instructed to destroy prior versions of non-compliant job applications;
- e. Post a copy of the New York State Division of Human Rights poster "Discrimination Really Hurts" (a copy of which is appended hereto as Exhibit A) in a conspicuous place in locations where the BSA has employees in New York; and

- f. Instruct all local councils in New York to post a copy of the New York State Division of Human Rights poster "Discrimination Really Hurts" (Exhibit A) in a conspicuous place where the local councils have employees.

C.

GUIDELINES FOR IMPLEMENTATION

16. No later than sixty (60) days from the Effective Date, the BSA will submit for OAG review and approval guidelines for implementing the new policy to be used within New York State ("Guidelines"). The Guidelines will include:
 - a. A statement that the BSA does not discriminate in employment against persons based on sexual orientation;
 - b. The information and sources of information that may be obtained and considered at each step of the application, interview, offer, and hiring process; and
 - c. Mechanisms to ensure that such information is considered and used in a lawful manner.

The BSA will adhere to the Guidelines and will incorporate them into employee handbooks and human resource manuals for Managerial Employees in the State of New York.

D.

DESIGNATION OF EQUAL EMPLOYMENT OPPORTUNITY OFFICER

17. No later than fourteen (14) days from the Effective Date, the BSA shall identify its Equal Employment Opportunity Officer ("EEO Officer"), who will have specific responsibility for overseeing the BSA's compliance with the Guidelines, with New York State and local anti-discrimination laws pertaining to sexual orientation, and with implementation of this agreement. The EEO Officer will also bear responsibility for the policies, procedures,

and practices set forth in this agreement, including confirming that the BSA's employment policies comply with this agreement; training employees pursuant to the program set forth in Section E, *infra*; and investigating and resolving complaints pursuant to Section F, *infra*.

E.
TRAINING

18. No later than sixty (60) days from the Effective Date, the BSA will submit for OAG review and approval a training program ("Training Program") to instruct Managerial Employees in the State of New York on the requirements of the new policy and the applicable law. The Training Program may revise or update the BSA's current training program, may include live and on-line elements, and will:
- a. Review the BSA's amended adult leadership standard;
 - b. Provide an explanation of the BSA's new adult leadership standard and practices with respect to the recruitment, hiring, and retention of employees in the State of New York; and
 - c. Provide a protocol for responding to and addressing applicants' and prospective applicants' inquiries regarding the BSA's policy in the context of the job application process in the State of New York.

The BSA agrees to require that all Managerial Employees in the State of New York complete this training within sixty (60) days of OAG approval of the Training Program and thereafter within sixty (60) days of assuming covered responsibilities. The BSA also agrees to make the training materials available for local councils to use with other employees.

F.
COMPLAINT PROCEDURE

19. Upon the Effective Date, the BSA will begin to monitor its EthicsPoint portal for any reported violation of its new policy concerning the rescinded Old Leadership Standard, and to promptly investigate any such report. The BSA currently retains EthicsPoint to provide its employees with a way to anonymously and confidentially report actual or possible violations of either the BSA's Code of Conduct or Conflict of Interest Policy. The BSA agrees that, in keeping with its current procedures concerning its EthicsPoint portal, all inquiries will be handled in confidence. The BSA further agrees that it shall not in any manner discriminate or retaliate against any individual who makes a report concerning suspected unethical behavior, or against any individual who cooperates, or may be perceived to cooperate, in the investigation of such a report.

G.
RECORDKEEPING

20. During the Assurance, the BSA shall, upon request by the OAG, provide documentation and information necessary for the OAG to verify compliance with this Assurance.

H.
SCOPE OF THE ASSURANCE, JURISDICTION, AND ENFORCEMENT PROVISIONS

21. This Assurance shall expire three years from the Effective Date.
22. The OAG has agreed to the terms of this Assurance based on, among other things, the representations that the BSA and its counsel made to the OAG and its own investigation. To the extent that any material representations are later found to be inaccurate or misleading, this Assurance is voidable by the OAG in its sole discretion.

23. This Assurance constitutes the entire agreement between the Parties, and no other statement, representation, inducement, promise, understanding, condition, or warranty not set forth in this Assurance, either written or oral, made by either Party or agents of either Party, has been made to or relied upon by the BSA in agreeing to this Assurance.
24. Upon execution by the Parties to this Assurance, the OAG shall discontinue the instant investigation except as otherwise related to the enforcement of the terms of this Assurance.
25. The BSA represents and warrants, through the signatures below, that the terms and conditions of this Assurance are duly approved, and execution of this Assurance is duly authorized. The BSA agrees not to take any action or make any statement denying, directly or indirectly, the propriety of this Assurance or expressing the view that this Assurance is without factual basis. Nothing in this paragraph affects the BSA's (i) testimonial obligations or (ii) right to take legal or factual positions in defense of litigation or other legal proceedings to which the OAG is not a party. This Assurance is not intended for use by any third party in any other proceeding and is not intended, and should not be construed, as an admission of liability by the BSA.
26. This Assurance shall be governed by the laws of the State of New York without regard to any conflict of laws principles.
27. This Assurance may not be amended except by an instrument in writing signed on behalf of all the Parties to this Assurance. This agreement may be executed in counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.

28. This Assurance shall be binding on and inure to the benefit of the Parties to this Assurance and their respective successors and assigns, provided that no party, other than the OAG, may assign, delegate, or otherwise transfer any of its rights or obligations under this Assurance without the prior written consent of the OAG.
29. In the event that any one or more of the provisions contained in this Assurance shall for any reason be held to be invalid, illegal, or unenforceable in any respect, in the sole discretion of the OAG such invalidity, illegality, or unenforceability shall not affect any other provision of this Assurance.
30. If the Assurance is voided or breached, the BSA agrees that any statute of limitations or other time-related defenses applicable to the subject of the Assurance and any claims arising from or relating thereto are tolled from and after the date of this Assurance. In the event the Assurance is voided or breached, the BSA expressly agrees and acknowledges that this Assurance shall in no way bar or otherwise preclude the OAG from commencing, conducting or prosecuting any investigation, action or proceeding, however denominated, related to the Assurance, against the BSA.
31. To the extent not already provided under this Assurance, the BSA agrees to, upon request by the OAG, provide all documentation and information necessary for the OAG to verify compliance with this Assurance.
32. All notices, reports, requests, and other communications to any party pursuant to this Assurance shall be in writing and shall be directed as follows:

OAG

Attn: Justin Deabler
Assistant Attorney General
Office of the Attorney General
Civil Rights Bureau
120 Broadway
New York, New York 10271
(212) 416-8250
(212) 416-8074 (fax)
Civil.Rights@ag.ny.gov (email)

BSA

Attn: Steven P. McGowan, Esq.
1325 West Walnut Hill Lane
Irving, TX 75015-2079
Steve.McGowan@scouting.org

With a copy to:

Scott H. Christensen, Esq.
Hughes Hubbard & Reed LLP
1775 I Street, N.W.
Washington, DC 20006
Scott.Christensen@hugheshubbard.com

Any changes in the person to whom communications should be specifically directed shall be made in advance of the change by letter or email notice

33. Acceptance of this Assurance by the OAG shall not be deemed approval by the OAG of any of the BSA's practices or procedures referenced herein, and the BSA shall make no representation to the contrary.
34. Nothing contained herein shall be construed so as to deprive any person of any private right under the law.

IN WITNESS THEREOF, this Assurance is executed by the parties hereto on July 27, 2015.

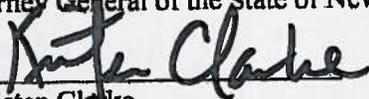
BOY SCOUTS OF AMERICA

By: 

Steven P. McGowan
General Counsel and Assistant Secretary
Boy Scouts of America

CONSENTED TO:

ERIC T. SCHNEIDERMAN
Attorney General of the State of New York

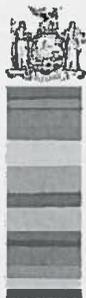
By: 

Kristen Clarke
Bureau Chief, Civil Rights


Justin Deabler

Assistant Attorney General
Office of the New York State Attorney General
120 Broadway
New York, New York 10271
Tel. (212) 416 8250
Fax (212) 416 8074

EXHIBIT A



NEW YORK STATE
DIVISION OF
**HUMAN
RIGHTS**
WWW.DHR.NY.GOV
ANDREW M. CUOMO, GOVERNOR

DISCRIMINATION REALLY HURTS.
IF YOU SEE IT OR EXPERIENCE IT, CALL US.
WE'RE HERE.
(718) 741-8400 (888) 392-3644
TTD (718)741-8300

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)

DISCRIMINATION BASED ON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, DISABILITY, DOMESTIC VIOLENCE VICTIM STATUS, OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW IN:

EMPLOYMENT, BY EMPLOYERS OF FOUR OR MORE PEOPLE, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS

Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; prior arrest or conviction record; predisposing genetic characteristics.

Reasonable accommodations for persons with disabilities may be required. A reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to perform the essential functions of a job in a reasonable manner.

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE

Excepciones:

- (1) rental of an apartment in an owner-occupied two-family house
- (2) restrictions of all rooms in a housing accommodation to individuals of the same sex
- (3) rental of a room by the occupant of a house or apartment
- (4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spouse of such persons

Also prohibited: discrimination in housing on the basis of familial status (e.g. families with children)

Reasonable accommodations and modifications for persons with disabilities may also be required.

ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

Also prohibited: commercial boycotts and blockbusting.

PLACES OF PUBLIC ACCOMMODATION, RESORT OR AMUSEMENT SUCH AS RESTAURANTS, HOTELS, HOSPITALS, CLUBS AND MEDICAL OFFICES

Excepción:

Age is not a covered classification relative to public accommodations. Reasonable accommodations for persons with disabilities may also be required. (Effective January 1st, 2008.)

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS

EDUCATIONAL INSTITUTIONS: NON-SECTARIAN, TAX EXEMPT, PUBLIC AND PRIVATE

ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND REPAIR OF HOUSING

If you wish to file a formal complaint with the Division of Human Rights, you must do so within one year after the discrimination occurred. The Division's services are provided free of charge.

If you wish to file a complaint in State Court, you may do so within three years of the discrimination. You may not file both with the Division and the State Court.

Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You may file a complaint with the Division if you have been retaliated against.

FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE. HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, ARTÍCULO 15)

LA DISCRIMINACIÓN BASADA EN EDAD, RAZA, CREDO, COLOR, NACIONALIDAD, ORIENTACIÓN SEXUAL, ESTADO MILITAR, SEXO, DISCAPACIDAD, ESTADO COMO VÍCTIMA DE VIOLENCIA DOMÉSTICA, O ESTADO CIVIL ESTÁ PROHIBIDA BAJO LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK EN:

EL EMPLEO, POR PARTE DE EMPLEADORES CON UN PERSONAL DE CUATRO PERSONAS O MÁS, EN SINDICATOS Y PROGRAMAS DE ADIESTRAMIENTO Y CAPACITACIÓN

También se prohíbe: La discriminación en el empleo basado en la observación del Sabat y otras prácticas religiosas, por previos arrestos o antecedentes criminales, por predisposición genética.

En casos de personas con discapacidades físicas se puede exigir que se le proporcionen ajustes necesarios y razonables. Un ajuste razonable es una modificación en el lugar o ambiente de trabajo que permita que una persona con discapacidades pueda desempeñar sus funciones de forma razonable.

ALQUILER, CONTRATO DE ALQUILER, VENTA DE VIVIENDAS, TIERRAS O ESPACIOS COMERCIALES

Excepciones:

- (1) el alquiler de un apartamento en una casa para dos familias en la que reside el propietario
- (2) la restricción de todas las habitaciones de una propiedad residencial para alojamiento de individuos del mismo sexo
- (3) el alquiler de una habitación por el ocupante de una casa o apartamento
- (4) la venta, alquiler, contrato de alquiler en viviendas para alojamiento exclusivo de personas de 55 años o más y sus respectivos esposos o esposas

También está prohibido: la discriminación en viviendas basada en la situación familiar (ejemplo: familias con niños)

También se puede exigir que se hagan ajustes razonables y modificaciones para las personas con discapacidades.

ACTIVIDADES DE AGENTES Y VENEDORES DE BIENES RAÍCES

Está prohibido: los boicots comerciales y la práctica de vender o alquilar viviendas a grupos étnicos minoritarios en barrios habitados predominantemente por blancos, con el propósito de depreciar las propiedades y hacer especulaciones. A esta práctica se lo conoce en inglés como blockbusting.

SITIOS PÚBLICOS, LUGARES PARA VACACIONAR O DE ENTRETENIMIENTO COMO RESTAURANTES, HOTELES, HOSPITALES, CLUBES Y CONSULTORIOS MÉDICOS

Excepción:

La edad no es una de las categorías protegidas con respecto a los sitios públicos. Ajustes razonables para las personas con discapacidades también pueden ser requeridos. (Efectivo el 1ero de enero del 2008.)

PUBLICIDAD Y SOLICITUDES RELACIONADAS A EMPLEOS, BIENES RAÍCES, SITIOS PÚBLICOS Y OPERACIONES DE CRÉDITO

INSTITUCIONES EDUCATIVAS: QUE NO SEAN RELIGIOSAS, LIBRES DE IMPUESTOS, PÚBLICAS Y PRIVADAS

TODAS LAS OPERACIONES DE CRÉDITO INCLUYENDO FINANCIAMIENTO DE COMPRA, MANTENIMIENTO O REPARACIONES DE VIVIENDAS

Si desea presentar una quejilla con la División de Derechos Humanos, debe hacerlo dentro de un plazo de un año después que el acto discriminatorio haya ocurrido. Los servicios que ofrece la División son gratuitos.

Si desea presentar una quejilla ante la Corte Estatal tiene un plazo de hasta tres años después del incidente discriminatorio para hacerlo. No puede presentar su queja en ambos lugares, la División y la Corte Estatal.

Está prohibido tomar represalias contra una persona porque haya presentado una quejilla o por oponerse a conductas discriminatorias. Usted puede presentar una quejilla ante la División si han tomado represalias en su contra.

PARA MÁS INFORMACIÓN, ESCRIBA O LLAME A SU OFICINA DE LA DIVISIÓN MÁS CERCANA. SEDE: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

LA DISCRIMINACIÓN REALMENTE HACE DAÑO.
SI ES TESTIGO O VÍCTIMA DE ELLA, LLÁMENOS.
ESTAMOS AQUÍ PARA SERVIRLES.
(718) 741-8400 (888) 392-3644
TTD (718)741-8300



ESTADO DE NUEVA YORK
DIVISIÓN DE
**DERECHOS
HUMANOS**
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GOBERNADOR ANDREW M. CUOMO