



# Commission on Human Rights

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## ***NYC COMMISSION ON HUMAN RIGHTS SECURES OVER TWO MILLION DOLLARS FOR NEW YORKERS AND FOUR HUNDRED THOUSAND DOLLARS FOR NYC IN FIRST HALF OF FISCAL YEAR 2024***

*[Publishes Case Settlements](#) that Promote Equity in Housing, Employment and Public Places.*

**NEW YORK, NY**—The New York City Commission on Human Rights (CCHR) continues to show up for New Yorkers by securing over \$2 million for individuals that experienced discrimination and \$423,000 for the city from July to December 2023. Discrimination is destabilizing with far reaching psychological, emotional, and economic effects. CCHR delivers justice by securing emotional distress damages for individuals that have faced harassment, discrimination, or retaliation while also sending a clear message that prejudice is never welcome in New York City. Anyone who calls New York City home and feels they have experienced discrimination, can contact CCHR.

“For nearly 80 years, CCHR has fought for the rights of New Yorkers to live, work, and thrive free from discrimination. CCHR harnesses the power of community outreach, education, litigation, and policy implementation to promote an equitable New York City,” said **CCHR Commissioner and Chair, Annabel Palma**. “I am proud of our commitment to delivering justice in the form of financial compensation for New Yorkers, and all the work we do that focuses on preventing future harms. CCHR serves those who have been denied fundamental rights so that all New Yorkers can be their authentic selves at home, at work, and in public spaces.”

[CCHR offers a snapshot of its litigation work by publishing case summaries increasing](#) transparency into CCHR’s work. Charged with enforcing one of the broadest civil rights laws in the nation, CCHR’s settlements span over 25 protected categories across housing, employment, and public accommodations. A core tenet of CCHR’s settlements is to create meaningful, lasting change. To change the culture that allowed discrimination to occur, CCHR often requires respondents to participate in trainings and orders policy changes that foster inclusion and respect. Such terms may include:

- **Set asides in housing:** to address voucher discrimination, CCHR may ask housing providers to set aside a number of units specifically for people with housing subsidies. A settlement with Hamilton Gatling Estates and 1440 Ocean Parkway secured 20 set aside units.

- **Monitoring:** entities may be asked to periodically report data to CCHR to ensure that they are compliant with the Law. In one sexual harassment case, Gucci agreed to submit all internal gender-based harassment complaints to CCHR for review for 15 months.
- **Training:** Education is essential to preventing discrimination. Often, entities will agree to attend workshops about the protection in Human Rights Law that they allegedly violated. In a case involving hiring practices that violated the prohibition on inquiring into criminal legal history, Montefiore agreed to participate in trainings on Fair Chance Act employment protections.
- **Policy Revisions:** CCHR will work with entities to ensure that they implement policies that will prevent future harms. In a case involving the denial of a reasonable accommodation for a tenant with a disability, CCHR required the housing provider to implement a written-anti-discrimination policy.

A settlement is one of several potential outcomes stemming from a report of discrimination. Since discrimination impedes economic stability and housing security, CCHR recognizes the need for timely solutions. When appropriate, CCHR can offer an alternative, swifter path to resolution through pre-complaint interventions. These interventions can occur without a formal, and sometimes lengthy, litigation process and results in outcomes that include allowing individuals to secure employment, housing, or a reasonable accommodation for a disability or pregnancy.

To read more about CCHR's settlements, visit:

<https://www.nyc.gov/site/cchr/enforcement/2023-settlements.page>

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The New York City Commission on Human Rights enforces the New York City Human Rights Law—one of the most comprehensive civil rights laws in the nation. The Law includes 27 protected classes in housing, employment, and public accommodations. If you have witnessed or experienced discrimination, contact the Commission at 212-416- 0197 or [www.nyc.gov/reportdiscrimination](http://www.nyc.gov/reportdiscrimination).