

MAYOR
MICHAEL R. BLOOMBERG

CCHR NEWSLETTER

COMMISSIONER
PATRICIA L. GATLING

Commissioner Joins Mayor and Others at Gracie Mansion Breakfast With Archbishop Tutu

Commissioner Patricia L. Gatling joined Mayor Michael R. Bloomberg and a small group of City leaders in honoring South



Former Mayor David Dinkins, Archbishop Desmond Tutu, Commissioner Patricia L. Gatling, and Mayor Michael R. Bloomberg at Gracie Mansion.

African civil rights leader Archbishop Desmond Tutu, who was instrumental in ending that country's longstanding racial injustice over a decade ago. During an intimate breakfast event at Gracie Mansion, Mayor Bloomberg recognized the 1984 Nobel Peace Prize recipient's non-violent struggle for equality – uniting black and white South Africans to bring their country out of conflict and crisis. Later that day, Archbishop Tutu joined others in dedicating the International Freedom Center, an institution to be built at Ground Zero. The new International Freedom Center will be an educational tool for the City, nation, and world committed to striving for freedom and equality for all.

Sikh Traffic Enforcement Agent Returns to Work in Landmark Case

Two years after resigning from the New York City Police Department (NYPD), Sikh Traffic Enforcement Agent Jasjit Singh Jaggi is back in uniform – with turban and beard – doing the job he enjoys, directing traffic. In a landmark religious discrimination case, the NYPD reinstated Mr. Jaggi following CCHR's Final Decision and Order.



Back on the job with turban and beard, Jasjit Singh Jaggi directs traffic headed towards the Brooklyn Bridge.

Three members of the Commission – Reverend Calvin O. Butts III, Dr. Edison O. Jackson, and Rabbi Haskel Lookstein – issued the Final Decision and Order in late July. It was the first such order in the nation issued to a law enforcement agency compelling them to grant a Sikh employee a religious accommodation. The NYPD did not appeal the Commission's Order, allowing Mr. Jaggi to return to work in August and fulfill his religious obligations by wearing a turban while performing traffic enforcement duties.

Prior to the Commission's Final Decision and Order, Law Enforcement Bureau Deputy Commissioner Avery Mehlman and staff attorney Natalie Holder-Winfield argued the case before Administrative Law Judge Donna R. Merris of the Office of Administrative Trials and Hearings, who found that Mr. Jaggi had been discriminated against on religious grounds.

As a result of the Commission's groundbreaking work on the case and its resolution, the NYPD settled a similar case which had taken a different route. Today, the other NYPD Traffic Enforcement Agent, who had filed a federal civil rights lawsuit, has been fully reinstated.



Deputy Commissioner Avery Mehlman addresses the media outside police headquarters after the NYPD reinstated Traffic Enforcement Agent Jaggi, wearing the white turban.

Todd Maisel - Daily News



MOVING FORWARD

MESSAGE FROM THE COMMISSIONER

In early June, I was privileged to attend a breakfast hosted by Mayor Bloomberg at Gracie Mansion for his guest, Archbishop Desmond Tutu. Bishop Tutu was in New York City to participate in the dedication ceremony for the International Freedom Center. The Center will be located at the World Trade Center site, and also serve as a museum to humankind's enduring quest for freedom and equality.

I am sure that most of you are aware of the role this Noble Laureate played in freeing South Africa from apartheid. Everyone in attendance was struck by the Bishop's commanding presence and his warmth, which permeated the room.

To break bread with Bishop Tutu was both humbling and inspiring. He is but an ordinary man who acted in an extraordinary manner, and helped to bring South Africa out of conflict and crisis. I am grateful to the Mayor for the invitation, and to the Committee Members of the International Freedom Center for securing the Bishop's presence at the ceremony.



Archbishop Tutu and Commissioner Gatling.

As Human Rights Commissioner, I am honored to continue the struggle against discrimination in whatever form it may take. At the Commission, we deal with the forms of discrimination that affect people in their daily struggles to access public services, navigate a step, work to put food on their table, or to be simply recognized by

their individual gender identity. Discrimination is emotionally painful and a violation of basic human rights.

Bishop Tutu once said, "A person is a person because he recognizes others as persons." Similar words were spoken by another inspiring person over 2,000 years ago: "Love thy neighbor as thyself." When Fiorello LaGuardia created the Mayor's Committee on Unity in 1944, the predecessor to the New York City Commission on Human Rights, he envisioned a City "where people of all races and religions work and live side by side in harmony and have mutual respect for each other and where democracy is a living reality." I am extremely thankful to live in a City that has a strong Human Rights Law, and a long-standing history of tolerance.

Patricia L. Gatling

Patricia L. Gatling Commissioner/Chair

Grants Honors

Commissioner Honored by Women In Islam

In June, the Women In Islam honored Commissioner Patricia L. Gatling with the Dr. Betty Shabazz Award. The event took place at the Schomburg Center For Research In Black Culture. Following the death of her husband Malcolm X, Dr. Shabazz picked up where he left off - devoting her life to working toward freedom, justice, equality and peace among men and women.

HUD Planning Funds Awarded

In July, the Commission received a \$13,650 Planning grant from the U.S. Department of Housing and Urban Development. This grant will enable CCHR to design and implement a comprehensive database tracking the activities in the Community Relations Bureau. The new program will be rolled out in late December.

Miguel Ramirez Honored Human Rights Specialist Miguel

Ramirez was recognized several times throughout the year for his commitment to his work and his community. Miguel received the prestigious St. John's University Caritas Medal and also citations from Council Member David



Multi-award recipient Miguel Ramirez.

Weprin and NYS Assembly Members Mark Weprin and Brian McLaughlin.

Also, the Union Square Awards honored him in November for his civic work. He is one of the founders of Centro Hispano "Cuzcatlán" - an organization dedicated to improving the quality of life of the Central and South American community in Jamaica, Queens.

CCHR Honored Organizers of the June 30 Beyond Bias Conference:

Breaking Barriers to Tolerance and Trust - presented the Commission with a crystal vase - recognizing CCHR and its Staten Island Community Service Center for its assistance with the event at Wagner College. Project Hospitality, El Centro de Hospitalidad, and CCHR sponsored the event to bring Staten Island's diverse communities closer together and promote tolerance.

Peer Mediation Training Continues The Commission received a \$50,000

grant renewal from the JP Morgan Chase Foundation to continue its work providing peer mediation training in area high schools. Now in its second year, CCHR is conducting trainings in 15 schools citywide this school year.



Human Rights Specialist Mark Heron trains a student to be a peer mediator.

Community Press Breakfasts

As part of the Commission's aggressive public education campaign, CCHR hosted two Community Press Breakfast meetings in September. The events took place at CCHR's Brooklyn and Queens Community Service Centers. CCHR executive staff members encouraged local, ethnic and daily press to reach out to their readers and assist the Commission in informing the public of the Commission's mission and the City's Human Rights Law.

Following the events, the Commission received extensive media coverage in some of the City's daily newspapers, local Brooklyn and Queens community newspapers, and various Arab, Caribbean, Chinese, Korean, Muslim, Polish, Russian, South Asian, and Spanish publications and television.



Deputy Commissioner/General Counsel Mulqueen (left), Commissioner Gatling (center), and Deputy Commissioner Mehlman (right) discuss CCHR's landmark religious discrimination case during one of the Commission's community press events.

TV Show Adjusts Seating for Disabled Fans

Another complainant found a speedy resolution through the Commission's disability access program, Project Equal Access. One late summer day, Carol Carbone got tickets to a taping of the Tony Danza Show in Manhattan only to find that it lacked a designated area for individuals with disabilities. Ms. Carbone left when show staff members failed to make an accommodation for her. She contacted CCHR.

Project Equal Access's director, Ted Finkelstein, immediately reached out to the show's producers and ABC network officials. Within a week, the show's officials eliminated the entire front row of seats for disability seating. In addition, Carol received a letter of apology and tickets to another taping. Carol Carbone gets a hug from Tony Danza following a taping of his show.



COMMISSION IN NEWS

Ex-Saatchi worker files race complaint

A FORMER employee of Saatchi & Saatchi New York, part of the Publicis Group-owned Saatchi & Saatchi Worldwide network, filed a complaint last month with the New York City Commission on Human Rights, accusing the agency, as well as three current and former employees, of discrimination based on race. Daphne

Advertising Age
7/12/04 Page 10

GOVERNMENT ALERT

HOW RACE RECORDS AFFECT JOB PROSPECTS

The New York City Commission on Human Rights has hired researchers at Princeton University to conduct a study of New York City employers to determine the impact of race and criminal records on the entry-level job market. Latino, African-American and white testers are being used as job candidates at 1,000 places across the city.

Crain's NY Business
9/27/04 Page 10

Sikh finds hope in turban ruling

BY FERNANDA SANTOS
JAGGI SINGH, 34, says he wants to work in New York City. He has a job offer from a company that has an enforcement officer who told him he had to wear a turban. Jaggi said, "I just want to work, but in the end, I'm being treated like a dog because of my turban and beard on duty."



Jaggi Singh Jaggi (left) and Anand Singh Rathour talk to media after ruling that they can wear turbans on traffic agent jobs.

NY Daily News
7/30/04 Page 42



TURBAN TRIUMPH
A Sikh man wearing a turban and a white shirt with 'ATFIC' written on it.

NY Daily News
9/08/04 Page 13

Two Sikhs Win Back Jobs Lost by Wearing Turbans

BY JAMES BARRON
Two Sikhs who were told they could not wear turbans on the job as traffic enforcement agents will be reinstated and allowed to wear their turbans, their advisers said yesterday.

New York Times
7/29/04 Page B3



Shame On You: Harari Realty's Racial Discrimination

A CBS 2 Special Report
Aug. 5, 2004 11:00 pm
NEW YORK (CBS) Racial discrimination in the City is tough enough, but what happens if a person doesn't like the color of your skin? Shame On You

WCBS Channel 2
8/05/04

THE NEW YORK AMSTERDAM NEWS

RELIGION & SPIRITUALITY

Faith Notes: News from the pulpit & pews

NYTS hosts seminar on religion and poverty
By TALISE D. MOORER and YUSEF SALAAM
Special to the AmNews



Amsterdam News
8/05-11/04 Page 38

Human Rights Commission Offers Help to New Yorkers

Many Aren't Aware Of Agency That Fights Anti-Bias Battles
City Human Rights Commissioner Patricia L. Gatling and Deputy Commissioner Cliff Mulqueen, at the commission's Brooklyn press breakfast yesterday.

Nielegalni nie są bezradni

Gatling i jej zastępca zachęcają imigrantów do zgłaszania naruszeń praw obywatelskich. "Wieloletni imigranci nie powinni czuć się bezradni, jeśli nie wiedzą, że mogą zgłosić naruszenia swoich praw do władz państwowych i lokalnych."

Nowy Dziennik
9/23/04 Page 6

Ignorancia genera victimas de discriminación

Conferencia legal destaca que desconocer derechos perjudica a los inmigrantes
SANTA ROSA
NUEVA YORK — "¿Dónde están mis derechos?" es una pregunta que muchos inmigrantes se hacen al llegar a este país. La ley de los derechos humanos de la ciudad de Nueva York les ofrece un camino para defender sus derechos.



El Diario
9/28/04 Page 32

"인권법 위반 척결" 시 인권위원장 지역연론 간담회

뉴욕시인권위원회 박희리 위원장은 29일 러샨 지방 사무실에서 인권위원회 박희리 위원장과 지역연론 간담회를 가졌다.



Korea Times
9/23/04

Staten Island Unity

Staff members assigned to CCHR's Staten Island Community Service Center were instrumental in bringing together members of both the Mexican and Liberian communities for a late September picnic and soccer game. The event gave the two communities an opportunity to learn more about each other and build a strong foundation of living and working together in harmony.

The afternoon gathering featured a variety of ethnic food, a friendly but serious soccer match, loads of conversation between the two groups, and ample opportunity to make new friends.



CCHR helped bring together Staten Island Liberians and Mexicans for an afternoon picnic and soccer match. The Liberian team beat their opponents 5-2.

The event - sponsored by the Staten Island Immigrants Council which was founded by the Commission and El Centro de Hospitalidad in March 2004 - was part of a larger effort to better the lives of Staten Island immigrants, especially newer immigrants.

The Staten Island Immigrants Council meets monthly to discuss various immigrant concerns, especially education, jobs, and breaking the language barrier.



NEW YORK CITY COMMISSION ON HUMAN RIGHTS

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New York, NY 10006

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Brooklyn, NY 11217

Bronx

1932 Arthur Avenue, Rm. 203A
Bronx, NY 10457

Queens

136-56 39th Avenue, Rm. 305
Flushing, NY 11345

Staten Island

60 Bay Street
Staten Island, NY 10301

THE LAW

THE NEW YORK CITY HUMAN RIGHTS LAW IS ONE OF THE MOST COMPREHENSIVE CIVIL RIGHTS LAWS IN THE NATION. THE LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT, HOUSING AND PUBLIC ACCOMMODATIONS BASED ON RACE, COLOR, CREED, AGE, NATIONAL ORIGIN, ALIENAGE OR CITIZENSHIP STATUS, GENDER (INCLUDING GENDER IDENTITY AND SEXUAL HARASSMENT), SEXUAL ORIENTATION, DISABILITY, OR MARITAL STATUS. IN ADDITION, THE LAW AFFORDS PROTECTION AGAINST DISCRIMINATION IN EMPLOYMENT BASED ON ARREST OR CONVICTION RECORD AND STATUS AS A VICTIM OF DOMESTIC VIOLENCE, STALKING AND SEX OFFENSES. IN HOUSING, THE LAW AFFORDS ADDITIONAL PROTECTIONS BASED ON LAWFUL OCCUPATION AND FAMILY STATUS. THE CITY HUMAN RIGHTS LAW ALSO PROHIBITS RETALIATION AND BIAS-RELATED HARASSMENT.

Realtors Fined in Race Discrimination Cases

In two separate Commission-initiated race discrimination cases, the Commission's Law Enforcement Bureau received fines from the realtors totaling \$53,000.

In the first case, CCHR targeted several realtors in the mainly white Queens neighborhoods of Belle Harbor and Neponsit as part of the Commission's proactive testing. Black and white Commission staff members, posing as married couples looking for a house to purchase, received disparate treatment from one realtor, West End Realty. A house in a specific price range was made available for the white couple but not for the African-American couple. Staff attorney Gemini Nolan took the case to trial and obtained \$18,000 in fines paid to the City.

In the other case, the Commission fol-

lowed up on a complaint it received, sending out CCHR testers. The respondent, Harari Realty, quickly settled a race discrimination case in September only a month after it was filed at CCHR when confronted with the evidence uncovered by the Commission's Law Enforcement Bureau. Although the realty company made no admission of guilt in the agreement, they paid a \$20,000 fine to the City and an additional \$15,000 to a complainant after undercover videotapes revealed that the Queens realty had apartments available for white clients but none for Black clients. Additionally, they agreed to display fair housing posters in their offices, and amend their website and rental applications. Human Rights Specialist John McCormick handled the case.