

ABOUT THE COMMISSION

The Commission's primary objectives are:

- ⇒ To foster mutual respect and understanding among all groups in the county including, but not limited to: racial, religious, gender, nationality, disability, and LGBTQ groups.
- ⇒ Coordinate and facilitate education and awareness to the community, and public and private organizations that foster understanding of equity, acceptance, unity, and humanity.
- ⇒ Serve in a consultative and advisory capacity to community groups, local government and local agencies in an effort to promote equity and diversity, and assure effective compliance with non-discrimination policies and orders.
- ⇒ Serve as the primary source of information and assistance with county residents regarding human rights violations, and work closely with the NYS Division of Human Right's Regional Office to do so.
- ⇒ Initiate and facilitate discussions and negotiations between individuals and groups to lessen tensions and improve understanding.
- ⇒ Facilitate local dialogue and debate on current policy and thought on issues relating to human rights in Orange County.

WHO WE ARE

Inaudy Esposito, Executive Director

Fred Cook, Chair
Anita Manley, 1st Vice Chair
Nolly Climes, 2nd Vice Chair

Nadia Allen
Chris Ashman
Dr. Joseph Birnbaum
Patricia Claiborne
Angel Figueroa
Anne Horsham
Rev. Dcn. Vonnie Hubbard
Dr. Hubert Lee
Christine Sadowski

CONTACT US

(845) 615-3680

18 Seward Ave., Suite 3.
Middletown, NY 10940

humanrights@orangecountygov.com
www.orangecountygov.com

The Orange County Human Rights Commission was created in 1970 by the County Executive with the approval of the County Legislature to foster mutual esteem, justice and equity among the divers groups in the County and to open new opportunities into all phases of community life for all individuals.



Orange County Human Rights Commission



*Fostering mutual respect
and understanding among all
groups, for over 30 years.*

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New York State HUMAN RIGHTS LAW

Discrimination is prohibited in New York State
when it is based on:

- ◀race
- ◀color
- ◀creed
- ◀national origin
- ◀age
- ◀sex
- ◀sexual orientation
- ◀disability
- ◀marital status
- ◀military status
- ◀domestic violence victim status
- ◀arrest or conviction record

IN THE FOLLOWING AREAS:

EMPLOYMENT

Discrimination is prohibited when the person is 18 years or older.

The law applies to:

- Employers of four or more individuals
- Employment agencies and labor organizations
- Joint labor management committees controlling apprenticeship programs
- All agencies of state and local government

CREDIT

Discrimination is prohibited in the granting, withholding, extending or renewing, fixing of the terms and conditions of any form of credit.

New York State HUMAN RIGHTS LAW

PUBLIC ACCOMMODATION

Discrimination is prohibited in, among other places: lodging places, hotels, eating and drinking places, amusement parks, swimming pools, sports and recreational activities, retail and wholesale establishments dealing with goods and services.

EDUCATION

Any educational institution or association which holds itself out to the public to be non-sectarian and exempt from taxation (pursuant to the provisions of Article Four of the Real Property Tax Law) may not deny the use of its facilities to any qualified person.

HOUSING

Discrimination is prohibited in the sale or rental of housing, land, or commercial space.

The provisions apply to Sellers and with certain exceptions also to Landlords, Brokers, Salespersons, Mortgage Lenders, relationships between Brokers and Real Estate Boards.

NOTE: The Human Rights Commission's geographic jurisdiction is limited to Orange County.

THE COMPLAINT PROCESS

1. An assessment with an Orange County Human Rights Commission representative is conducted over the telephone, or at either the Human Rights office in Middletown or, or a county office site in Newburgh.
2. Support and information is provided, and as required, a formal complaint is written and filed with the New York State Division of Human Rights, White Plains Office.
3. The New York State Division of Human Rights interviews the party to determine that the acts complained of are within the jurisdiction of the NYS Human Rights Law and fall within the time frame of 365 days.
4. An investigation of the complaint is accomplished by the Regional Office through written correspondence, telephone conversations, in-person interviews, field visits, two-party conferences or any combination of these methods.

For more information, or if you believe that you have been the victim of discrimination and work or reside in Orange County, you can request an appointment:

(845) 615-3680

Email: humanrights@orangecountygov.com

Fax: (845) 346-1223