



# NOTICE OF RIGHTS

This establishment is subject to the New York City Human Rights Law (“NYCHRL”) which is Title 8 of the Administrative Code of the City of New York.

If you wish to file a complaint with the Commission on Human Rights, you must do so within one year of the last alleged act of discrimination. The Commission’s services are provided free of charge. To schedule an appointment, please call 311 or (718) 722-3131.

If you wish to file a complaint in State Court, you must do so within three years after the last alleged act of discrimination. You may not file both with the Commission and in State Court.

To request a training, or to learn more about the Commission’s work, visit [NYC.gov/HumanRights](http://NYC.gov/HumanRights)

## EMPLOYMENT

**It is illegal to discriminate against employees, interns, job seekers, and some independent contractors on the basis of:**

- Age • Arrest or Conviction Record • Caregiver Status • Color • Credit History • Disability • Gender • Gender Identity • Immigration Status • Marital or Partnership Status • Military Service (effective date Nov. 18) • National Origin • Pregnancy • Race • Religion/Creed • Salary History • Sexual Orientation • Status as Victim of Domestic Violence, Sexual Violence, or Stalking • Unemployment Status

## HOUSING

**It is illegal to discriminate against tenants, apartment seekers, and home buyers on the basis of:**

- Age • Color • Disability • Gender • Gender Identity • Immigration Status • Lawful Occupation • Lawful Source of Income (including housing subsidies) • Marital or Partnership Status • Military Service (effective date Nov. 18) • National Origin • Pregnancy • Presence of Children • Race • Religion/Creed • Sexual Orientation • Status as Victim of Domestic Violence, Sexual Violence, or Stalking

## PUBLIC ACCOMMODATIONS

**It is illegal to discriminate in public spaces like stores, restaurants, parks, libraries, or taxis on the basis of:**

- Age • Color • Disability • Gender • Gender Identity • Immigration Status • Marital or Partnership Status • Military Service (effective date Nov. 18) • National Origin • Pregnancy • Race • Religion/Creed • Sexual Orientation

## DISCRIMINATORY HARASSMENT

**It is illegal to physically threaten or use force against someone or to damage property because of:**

- Age • Color • Disability • Gender • Gender Identity • Immigration Status • Marital or Partnership Status • National Origin • Pregnancy • Presence of Children • Race • Religion/Creed • Sexual Orientation

## BIAS-BASED PROFILING BY LAW ENFORCEMENT

**It is illegal for law enforcement to target someone because of:**

- Age • Color • Disability • Gender • Gender Identity • Housing Status • Immigration Status • National Origin • Pregnancy • Race • Religion/Creed • Sexual Orientation

## LENDING PRACTICES

**It is illegal to discriminate in lending practices or terms because of:**

- Age • Color • Disability • Gender • Gender Identity • Immigration Status • Marital or Partnership Status • Military Service (effective date Nov. 18) • National Origin • Pregnancy • Presence of Children • Race • Religion/Creed • Sexual Orientation

## RETALIATION

**The law prohibits retaliation for opposing a discriminatory practice, filing a complaint of discrimination, assisting in an investigation of discrimination, or testifying in a proceeding related to a discrimination case.**



@NYCCHR

Carmelyn P. Malalis,  
Chair/Commissioner

Bill de Blasio,  
Mayor