



The work of our Commission on Human Rights is critical to the success of Rockland County and our residents. Equal treatment for all, special preference for none is a credo we take very seriously in Rockland. If you have been a victim of employment discrimination, please contact this office so they can go to work defending your rights.

***County Executive, Ed Day***

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Allison-Parris County Office Building  
11 New Hempstead Road  
New City, NY 10956  
(845) 638-5122  
[Countyexec@co.rockland.ny.us](mailto:Countyexec@co.rockland.ny.us)



**Employment Discrimination**  
*Have you been discriminated against?*

**Rockland County Commission on  
Human Rights**  
50 Sanatorium Road,  
Bldg. A, 6<sup>th</sup> floor  
Pomona, NY 10970  
(845) 364-3995

## **Mission**

*"The Mission of the Rockland County's Commission on Human Rights (RCCHR) is to enforce the local Human Rights Law and Fair Housing Law, engage in education and outreach to educate the public on their rights and obligations under these laws, and to promote equal opportunity and equal protection to all community residents, as well as good racial and ethnic relations among Rockland's diverse population."*

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### • ***Vision:***

#### **What is protected?**

*Race, national origin, ethnicity, sex, religion, disability, and age. New York State Human Rights laws also protect on the basis of sexual orientation, marital status, military status, genetic predisposition, status as a victim of domestic violence, stalking, and sexual offenses.*

#### **Protection against Discrimination:**

*Federal, State, and in some communities, local laws prohibit*

*discrimination against job applicants and employees based on race, national origin, gender, religion, disability, and many other protected categories. Under these laws, it is illegal for an employer to refuse to hire, fail to promote, terminate, pay less, or otherwise treat employees or job applicants differently because of their membership in a protected class.*

#### **Process for filing a complaint:**

##### • **How to File a Complaint**

If you feel you have been subjected to discrimination in employment based on age, race, color, sex, sexual orientation or national origin, you can file a complaint with the:

- ✓ **Rockland County Commission on Human Rights**  
50 Sanatorium Road  
Bldg. A, 6<sup>th</sup> Floor  
Pomona, NY 10970  
(845) 364-3886
  
- ✓ **New York State Division on Human Rights**  
7-11 South Broadway  
Suite #314  
White Plains, NY 10601  
(914) 989-3120

## **Federal, State & Local complaints:**

An individual can either file a complaint of employment discrimination or retaliation with the New York State Division on Human Rights within one year, file with the local Human Rights Commission, or file a lawsuit directly in New York Court within three years from the date of the most recent discriminatory act. Both the State and the RCCHR have similar processes. Each will investigate the complaint and if a probable cause finding of discrimination is made, then a hearing will be scheduled to address.

##### • **How can the Commission on Human Rights Help YOU?**

The Human Rights Commission has authority to:

- *Investigate your case*
- *Serve subpoenas*
- *Provide a legal hearing*
- *Mediate your case*
- *Issue a final Determination/Order*
- *Negotiate Settlement Agreements*
- *Obtain remedy and monetary damages*