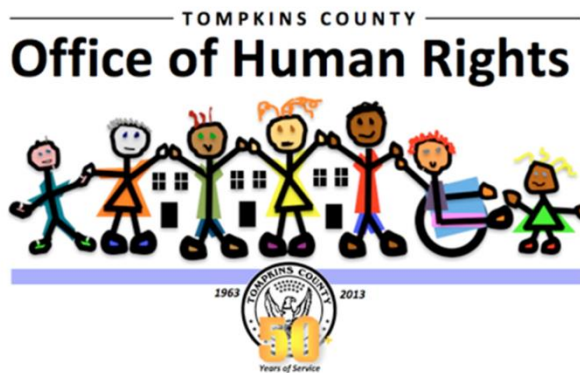




# Tompkins County



## 2018 Budget Presentation

# Organizational Vision

Tompkins County Office of Human Rights

Healing  
Celebration  
Dialogue

Employment • Fair Housing • Public Accommodation • Education

Civil Rights Enforcement

Intake

Testing

Investigation

Conciliation

Findings

Determinations

Public Hearings

Compliance

Reviews

Reports

## Human Rights Education

WorkforceDiversityFairHousingReasonableAccommodation  
SexualHarrassmentFairLendingSection504Compliance  
AnalysisOfImpedimentsAFFHObligationsNewLGBTRule  
EqualPayForWomenInternationalHumanRightsDayRaceDialogues

Collaboration  
Partnership  
Bridge-Building

## Grassroots/Institutional Safety Net

NECESSARY CONDITION: Popular support for human rights initiatives and a government that is responsive to the voices of the people ©

# Education/Outreach

# 30<sup>th</sup> Annual K-12 Human Rights Arts Competition





30<sup>th</sup> Annual  
**UNIVERSAL  
 DECLARATION  
 OF  
 HUMAN  
 RIGHTS**  
**ARTS**  
 Competition

**The Challenge**  
 Artistic expression of one or more of the 30 Articles of  
 the Universal Declaration of Human Rights

**Who Can Enter?**  
 Any K-12 student/classroom in Tompkins County

**Competition Categories**  
 Grades K - 2: Visual Art  
 Grades 3 - 5: Visual Art/Poetry  
 Grades 6-12: Visual Art/Poetry/Short Film  
 Individual, Class, or Group Entries

**Timeline**

Entries Accepted	→	Deadline for Submissions	→	Winners Announced	→	Awards Ceremony
8 September		24 November		1 December		9 December

**Contact**  
 TOMPKINS COUNTY  
**Office of Human Rights**  
 100 W. MLK, Jr. Street  
 Ithaca, NY 14850  
 (607)277-4080  
[humanrights@tompkins-co.org](mailto:humanrights@tompkins-co.org)  
[www.tompkinscounty.gov](http://www.tompkinscounty.gov)  
 Visit us on Facebook

**sponsored by:**



**THE DOROTHY COTTON INSTITUTE**  
 Creating Global Community Through Arts Education

**Illustrations** Artwork created by artist Yacine Art Kaci (YAK) in partnership with the U.S. Regional Information Centre (UNIC) and the Office of the High Commissioner for Human Rights (OHCHR).

**Co-Sponsor: Dorothy Cotton Institute**

# **Workshops/Training**

**LGBTQ+ SafeSpace training video**  
All County employees

**“Who Wants to be a Sex and  
Gender Harassment in the  
Workplace Know-It-All?  
Game Show”**

Probation and Community Justice Dept.  
Youth Services Dept.

**LEP/LAP Training**

Health Dept.  
Mental Health Dept.  
City of Ithaca/Senior Staff

**Service Animal Primer for  
Mental Health Service Providers**  
Mental Health Dept.

# **Workshops/Training**

## **“International Human Rights in Theory and Practice”**

**Cornell Law School Summer College  
GUEST LECTURER**

## **Global Connections Leadership Academy**

**U.S. Dept. of State/Allendale Columbia  
School (Rochester, NY)  
Iraqi Student Visitors Project  
GUEST LECTURER**



# **Publications/Technical Assistance**

**“LGBTQIA+ Do’s and Don’ts  
in the Workplace”  
For County Employees**

**“Creating a Model Transgender  
Employment Policy”  
For Public/Private Employers**

**“SafeSpace Policy Toolkit:  
Protecting LGBTI Individuals in  
Custody and in the Workplace”  
For Law Enforcement and Corrections Agencies  
Technical Assistance Request from Workers’  
Center of Tompkins County**

**“Model Service Animal Policy for  
Housing Providers”  
Technical Assistance From  
Tompkins Community Action**

# **Publications/Technical Assistance**

**“Source of Income: Frequently  
Asked Question”  
For General Public**

**“What Is Source of Income  
Protection?”  
For General Public**

**“Please Accept My HCV Poster”  
For General Public**

**“Providing Transgender Students  
with a Safe and Welcoming  
Place to Learn”**

**Joint Statement of the Ithaca City School District  
and the Tompkins County  
Office of Human Rights**

**“A Fair Chance for All” Info Sheet  
Flyer for General Public**



# **Publications/Technical Assistance**

## **“Amicus Letter and Brief”**

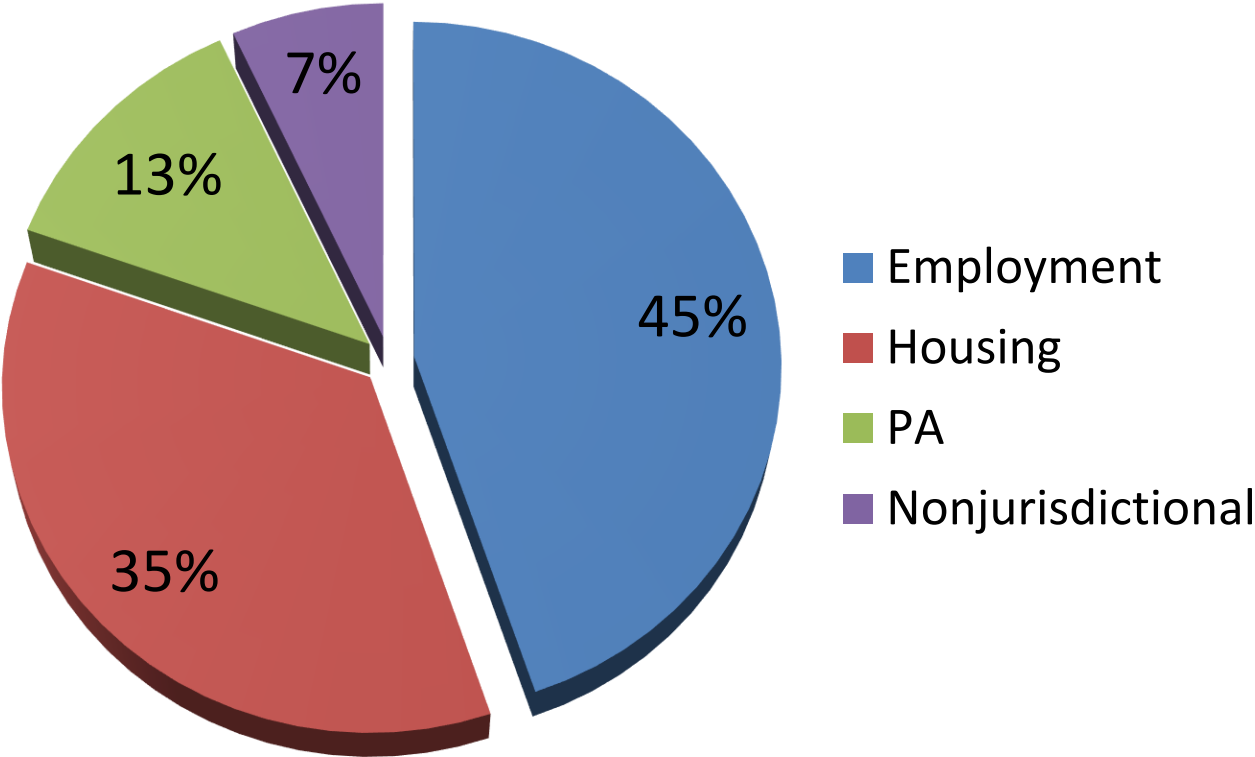
**Freedom from Domestic Violence Workgroup  
For Village of Groton/U.S. Supreme Court**

## **“Know Your Rights! Prior Arrest and Conviction Discrimination”**

**For General Public**

# Enforcement

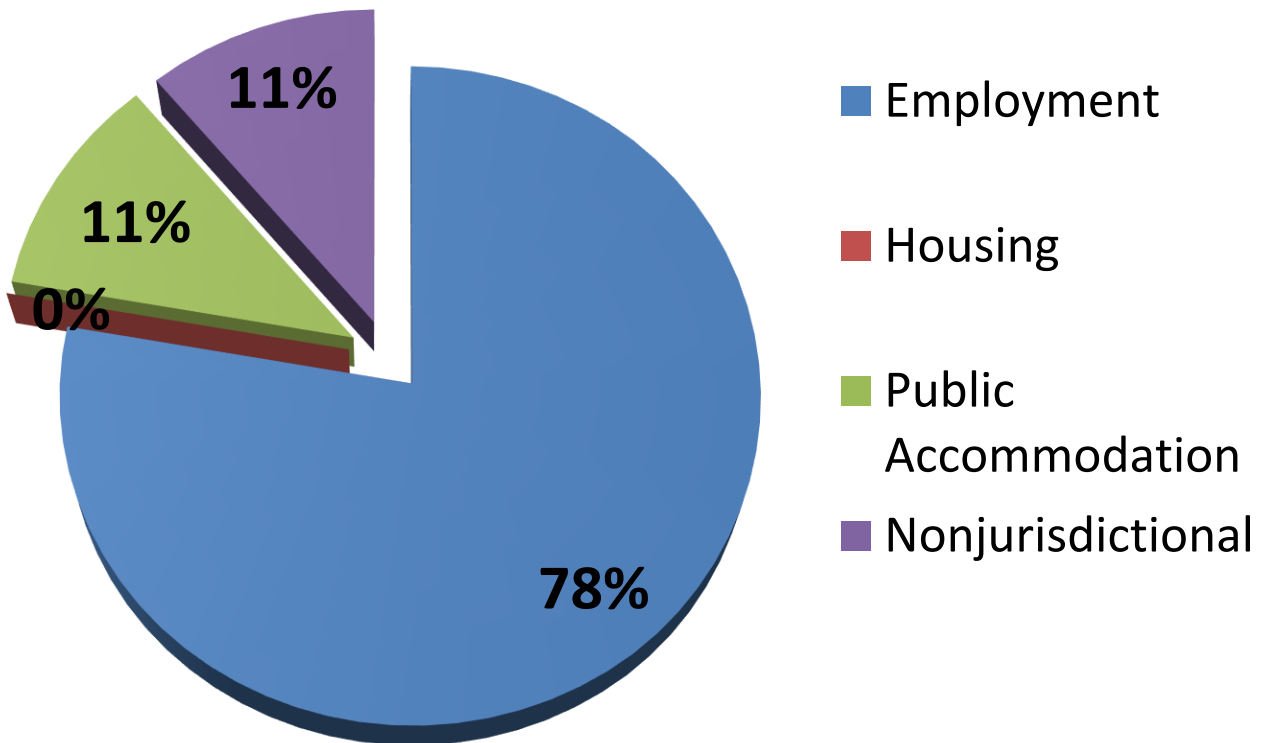
# 2016 OHR Enforcement Efforts



## Subject Matter Jurisdiction

Total No. of Cases in 2016 = 85

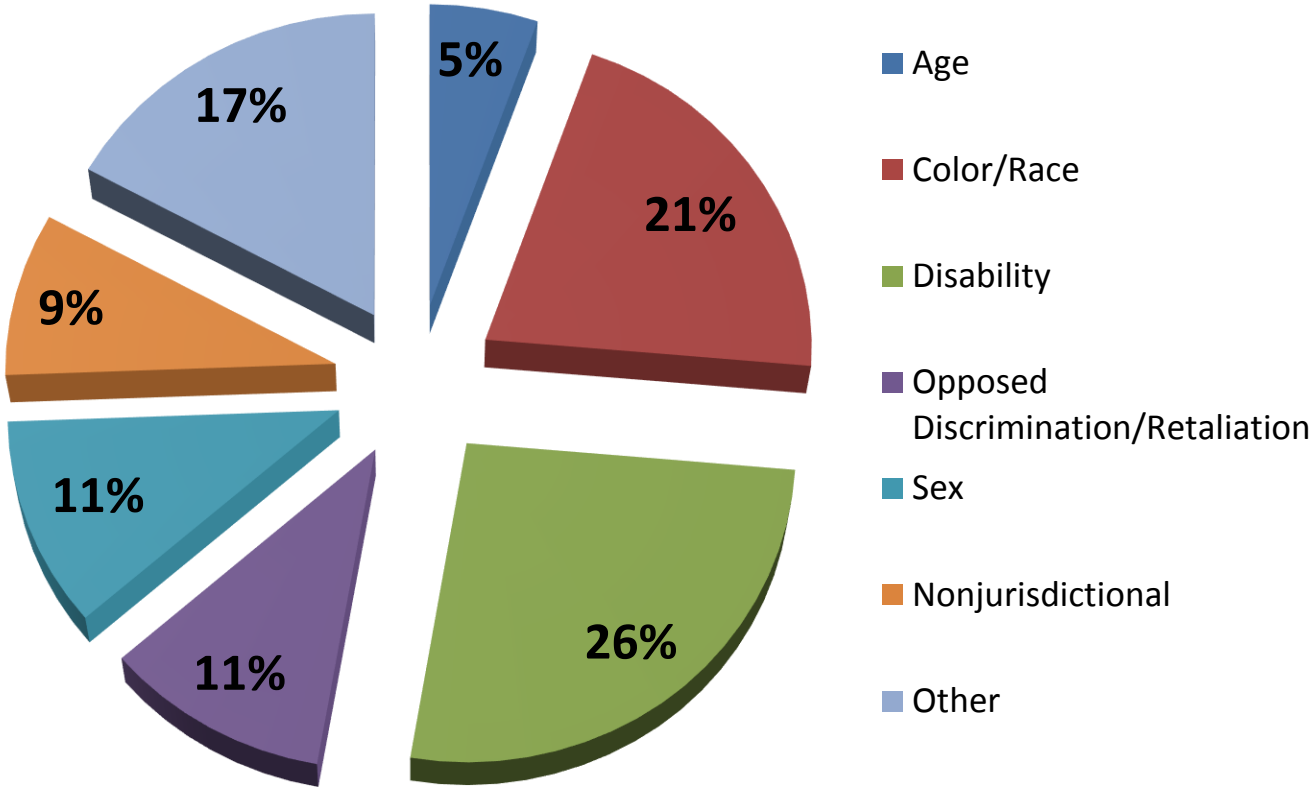
# 2016 SDHR Enforcement Efforts



## Subject Matter Jurisdiction

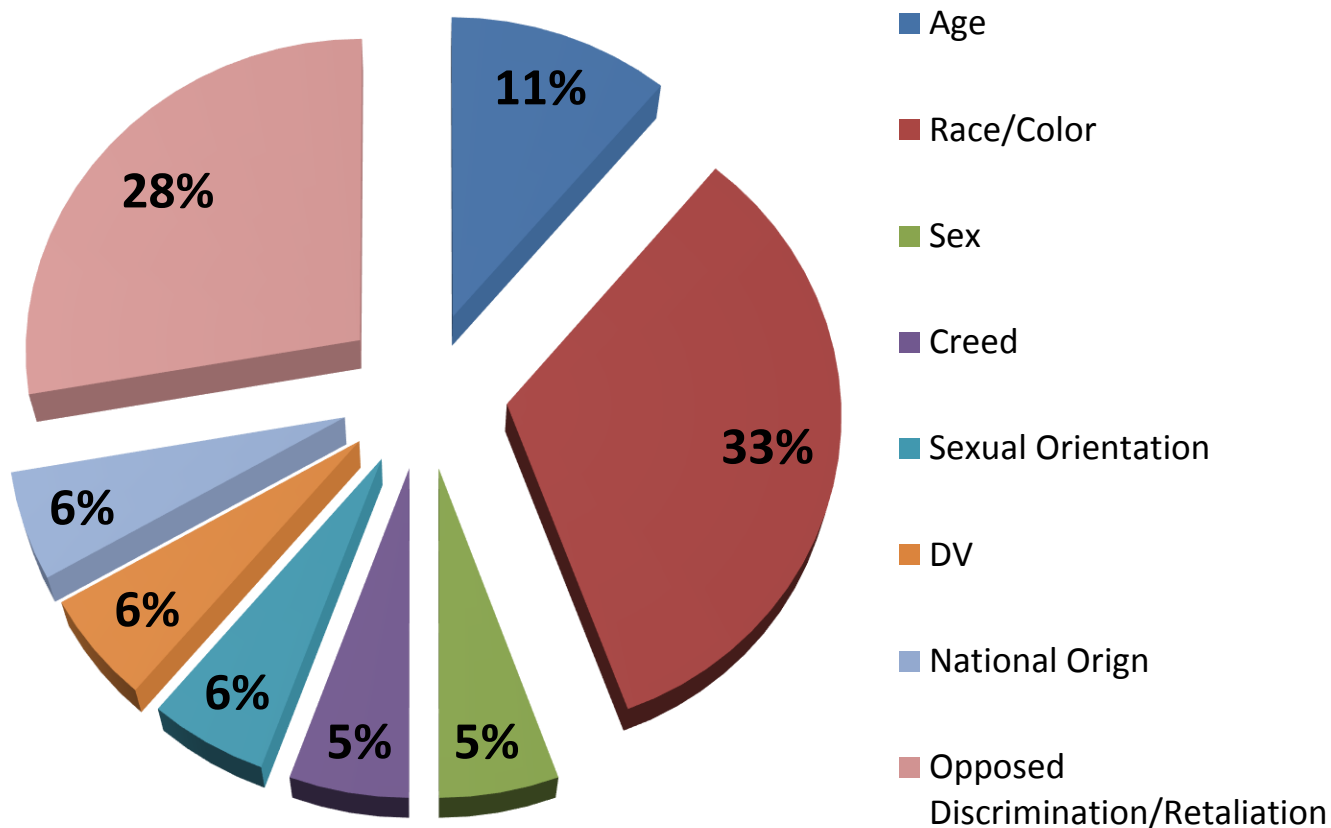
Total No. of Cases in 2016 = 9

# 2016 OHR Enforcement Efforts



Cases by Protected Categories

# 2016 SDHR Enforcement Efforts



Cases by Protected Categories



# Major Influences

- Lack of local enforcement powers
- Underutilization of OHR staff for County training and human rights expertise
- Office space that is not fully accessible to persons with disabilities

# Recommended Budget

	2017 Modified	2018 Recommended	\$ Change	% Change
<b>Expenditures</b>	\$334,152	\$328,062	-\$6,090	-1.82%
<b>Revenues</b>	-\$14,951	-\$8,800	\$6,151	-41.14%
<b>Net Local</b>	<b>\$319,201</b>	<b>\$319,262</b>	<b>\$61</b>	<b>0.02%</b>

# Full-Time Equivalents

2014	2015	2016	2018 Target	2018 Rec	# Change	% Change
4.0	4.0	4.0	4.0	4.0	0	0.00%

# Over-Target Requests Supported by the Recommended Budget

Page #	OTR #	Priority	Req. OTR	Req. Source	Rec. OTR	Rec. Source	Purpose
4-138	40	1	\$3200	Rollover	\$3,200	Rollover	ExCEL EEOC Conference
4-138	41	1	\$2,800	Rollover	\$2,800	Rollover	Fair Housing Testing
4-138	42	2	\$2,800	Rollover	\$2,800	Rollover	Human Rights Conference

TOMPKINS COUNTY

# Office of Human Rights



# The End