

DISCRIMINATION REALLY HURTS. IF YOU SEE IT OR EXPERIENCE IT, CALL US. WE'RE HERE. **(718) 741-8400 (888) 392-3644** **TTD (718)741-8300**

THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, ARTÍCULO 15)

DISCRIMINATION BASED ON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, DISABILITY, DOMESTIC VIOLENCE VICTIM STATUS, OR MARITAL STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW IN:

LA DISCRIMINACIÓN BASADA EN EDAD, RAZA, CREDO, COLOR, NACIONALIDAD, ORIENTACIÓN SEXUAL, ESTADO MILITAR, SEXO, DISCAPACIDAD, ESTADO COMO VÍCTIMA DE VIOLENCIA DOMÉSTICA, O ESTADO CIVIL ESTÁ PROHIBIDA BAJO LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK EN:

EMPLOYMENT, BY EMPLOYERS OF FOUR OR MORE PEOPLE, EMPLOYMENT AGENCIES, LABOR ORGANIZATIONS AND APPRENTICESHIP TRAINING PROGRAMS

EL EMPLEO, POR PARTE DE EMPLEADORES CON UN PERSONAL DE CUATRO PERSONAS O MÁS, EN SINDICATOS Y PROGRAMAS DE ADIESTRAMIENTO Y CAPACITACIÓN

Also prohibited: discrimination in employment on the basis of Sabbath observance or religious practices; prior arrest or conviction record; predisposing genetic characteristics.

También se prohíbe: La discriminación en el empleo basado en la observación del Sabat y otras prácticas religiosas, por previos arrestos o antecedentes criminales, por predisposición genética.

Reasonable accommodations for persons with disabilities may be required. A reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to perform the essential functions of a job in a reasonable manner.

En casos de personas con discapacidades físicas se puede exigir que se le proporcionen ajustes necesarios y razonables. Un ajuste razonable es una modificación en el lugar o ambiente de trabajo que permita que una persona con discapacidades pueda desempeñar sus funciones de forma razonable.

RENTAL, LEASE OR SALE OF HOUSING, LAND AND COMMERCIAL SPACE

ALQUILER, CONTRATO DE ALQUILER, VENTA DE VIVIENDAS, TIERRAS O ESPACIOS COMERCIALES

Exceptions:

Excepciones:

- (1) rental of an apartment in an owner-occupied two-family house
- (2) restrictions of all rooms in a housing accommodation to individuals of the same sex
- (3) rental of a room by the occupant of a house or apartment
- (4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spouse of such persons

- (1) el alquiler de un apartamento en una casa para dos familias en la que reside el propietario
- (2) la restricción de todas las habitaciones de una propiedad residencial para alojamiento de individuos del mismo sexo
- (3) el alquiler de una habitación por el ocupante de una casa o apartamento
- (4) la venta, alquiler, contrato de alquiler en viviendas para alojamiento exclusivo de personas de 55 años o más y sus respectivos esposos o esposas

Also prohibited: discrimination in housing on the basis of familial status (e.g. families with children)

También está prohibido: la discriminación en viviendas basada en la situación familiar (ejemplo: familias con niños)

Reasonable accommodations and modifications for persons with disabilities may also be required.

También se puede exigir que se hagan ajustes razonables y modificaciones para las personas con discapacidades.

ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE

Also prohibited: commercial boycotts and blockbusting.

PLACES OF PUBLIC ACCOMMODATION, RESORT OR AMUSEMENT SUCH AS RESTAURANTS, HOTELS, HOSPITALS, CLUBS AND MEDICAL OFFICES

Exception:

Age is not a covered classification relative to public accommodations.

Reasonable accommodations for persons with disabilities may also be required.

(Effective January 1st, 2008.)

ADVERTISING AND APPLICATIONS RELATING TO EMPLOYMENT, REAL ESTATE, PLACES OF PUBLIC ACCOMMODATION AND CREDIT TRANSACTIONS

EDUCATIONAL INSTITUTIONS: NON-SECTARIAN, TAX EXEMPT, PUBLIC AND PRIVATE

ALL CREDIT TRANSACTIONS INCLUDING FINANCING FOR PURCHASE, MAINTENANCE AND REPAIR OF HOUSING

If you wish to file a formal complaint with the Division of Human Rights, you must do so within one year after the discrimination occurred. The Division's services are provided free of charge.

If you wish to file a complaint in State Court, you may do so within three years of the discrimination. You may not file both with the Division and the State Court.

Retaliation for filing a complaint or opposing discriminatory practices is prohibited. You may file a complaint with the Division if you have been retaliated against.

FOR FURTHER INFORMATION, WRITE OR CALL THE DIVISION'S NEAREST OFFICE. HEADQUARTERS: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

ACTIVIDADES DE AGENTES Y VENEDORES DE BIENES RAÍCES

Está prohibido: los boicots comerciales y la práctica de vender o alquilar viviendas a grupos étnicos minoritarios en barrios habitados predominantemente por blancos, con el propósito de depreciar las propiedades y hacer especulaciones. A ésta práctica se le conoce en inglés como blockbusting.

SITIOS PÚBLICOS, LUGARES PARA VACACIONAR O DE ENTRETENIMIENTO COMO RESTAURANTES, HOTELES, HOSPITALES, CLUBES Y CONSULTORIOS MÉDICOS

Excepción:

La edad no es una de las categorías protegidas con respecto a los sitios públicos.

Ajustes razonables para las personas con discapacidades también pueden ser requeridos. (Efectivo el 1ero de enero del 2008.)

PUBLICIDAD Y SOLICITUDES RELACIONADAS A EMPLEOS, BIENES RAÍCES, SITIOS PÚBLICOS Y OPERACIONES DE CRÉDITO

INSTITUCIONES EDUCATIVAS: QUE NO SEAN RELIGIOSAS, LIBRES DE IMPUESTOS, PÚBLICAS Y PRIVADAS

TODAS LAS OPERACIONES DE CRÉDITO INCLUYENDO FINANCIAMIENTO DE COMPRA, MANTENIMIENTO O REPARACIONES DE VIVIENDAS

Si desea presentar una querrela con la División de Derechos Humanos, debe hacerlo dentro de un plazo de un año después que el acto discriminatorio haya ocurrido. Los servicios que ofrece la División son gratuitos.

Si desea presentar una querrela ante la Corte Estatal tiene un plazo de hasta tres años después del incidente discriminatorio para hacerlo. No puede presentar su queja en ambos lugares, la División y la Corte Estatal.

Está prohibido tomar represalias contra una persona porque haya presentado una querrela o por oponerse a conductas discriminatorias. Usted puede presentar una querrela ante la División si han tomado represalias en su contra.

PARA MÁS INFORMACIÓN, ESCRIBA O LLAME A SU OFICINA DE LA DIVISIÓN MÁS CERCANA. SEDE: ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458

**LA DISCRIMINACIÓN REALMENTE HACE DAÑO.
SI ES TESTIGO O VÍCTIMA DE ELLA, LLÁMENOS.
ESTAMOS AQUÍ PARA SERVIRLES.**

(718) 741-8400 (888) 392-3644

TTD (718)741-8300



ESTADO DE NUEVA YORK

**DIVISIÓN DE
DERECHOS
HUMANOS**

WWW.DHR.STATE.NY.US

GOBERNADOR DAVID A. PATERSON
COMISIONADO GALEN D. KIRKLAND

The following chart is a summary of the permitted working hours provisions of the New York State Labor Law relating to minors under 18 years of age

LAWS GOVERNING THE EMPLOYMENT OF MINORS

Permitted working hours for minors under 18 years of age

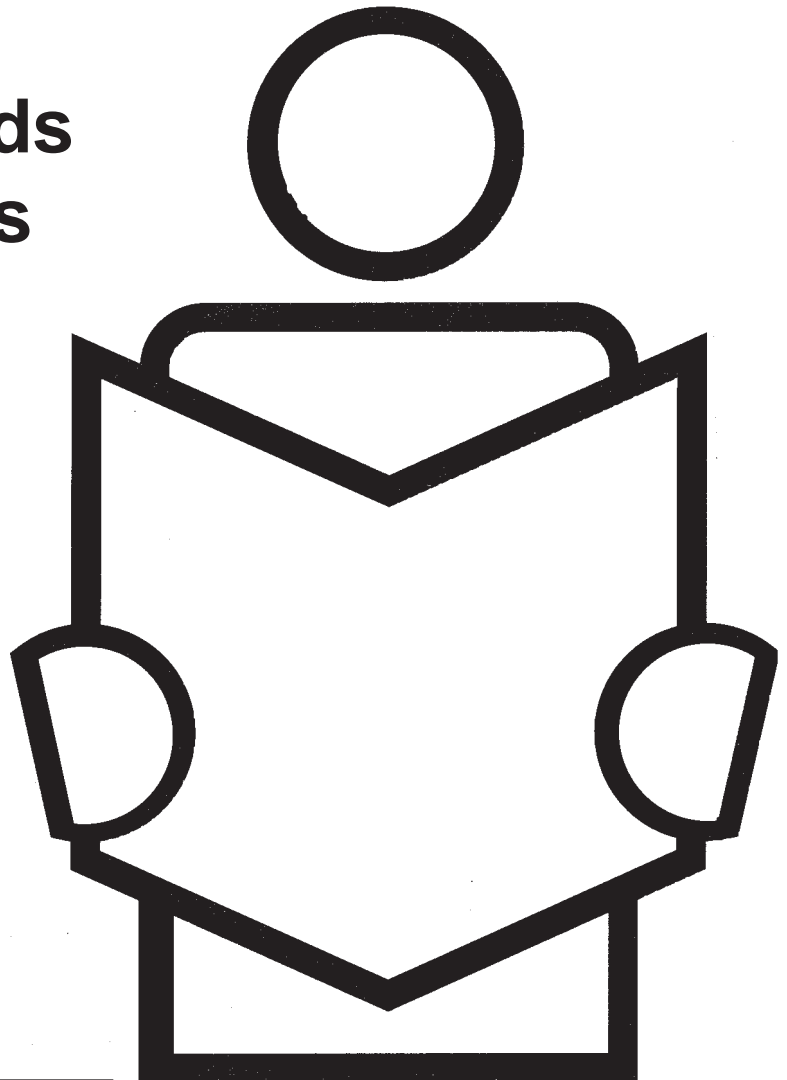
AGE /CONDITIONS	INDUSTRY /OCCUPATION	MAXIMUM DAILY HOURS	MAXIMUM WEEKLY HOURS	MAXIMUM DAYS PER WEEK	PERMITTED HOURS
Minors - When School is in Session					
14 and 15	All occupations except farm work, newspaper carrier and street trades	3 hours on school days 8 hours on other days	18 ¹	6	7 AM to 7 PM
16 and 17	All occupations except farm work, newspaper carrier and street trades	4 hours on days preceding school days (i.e. Mon., Tues., Wed. and Thurs.) ² 8 hours on Fri., Sat., Sun. and Holidays ⁴	28 ⁴	6 ⁴	6 AM to 10 PM ³
Minors - When School is NOT in Session					
14 and 15	All occupations except farm work, newspaper carrier and street trades	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours ⁴	48 ⁴	6 ⁴	6 AM to Midnight ⁴
Minors - NOT Attending School					
16 and 17	All occupations except farm work, newspaper carrier and street trades	8 hours ⁴	48 ⁴	6 ⁴	6 AM to Midnight ⁴
Farm Work					
12 and 13	Hand harvest of berries, fruits and vegetables	4 hours	--	--	7 AM to 7 PM June 21 to Labor Day/ 9 AM to 4 PM day after Labor Day to June 20
14 and Older	Any farm work	--	--	--	

YOU HAVE A RIGHT TO KNOW!

Your employer must inform
you of the health
effects and hazards
of toxic substances
at your
worksite.

Learn all
you can
about toxic
substances
on your job.

For more
information,
contact:



EPP--212-417-8606

Location & Phone Number

THE RIGHT TO KNOW LAW WORKS FOR YOU.
NEW YORK STATE DEPARTMENT OF HEALTH



STATE OF NEW YORK DEPARTMENT OF LABOR

Labor Law Information Relating to **PUBLIC EMPLOYEES**

job safety and health protection

The New York State Public Employee Safety and Health Act of 1980 provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the State. Requirements of the Act include the following:

ORDER TO COMPLY: If the DOSH Inspector or Hygienist believes an employer has violated the Act, an order to comply will be issued to the employer. Each order will specify a time period within which the violation must be corrected. If the violation remains uncorrected, the employer may be subject to monetary penalties.

The DOSH order to comply must be prominently displayed at or near the place of violation to warn employees of dangers that may exist.

COMPLAINT: Employees or their representatives have the right to file a complaint, in writing, with the nearest DOSH office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. DOSH will withhold, on request, names of employees complaining.

Any interested person or representative of such person or groups of persons may bring to the attention of the State Department of Labor a complaint regarding the administration or enforcement of the Public Employees Safety and Health Program. The State Department of Labor will investigate each complaint and will notify the complainant in writing of the results of such investigation as well as further channels for complaint. Such complaints may also be made to the United States Department of Labor, Occupational Safety and Health Administration, 201 Varick Street, New York, New York 10014.

EMPLOYERS: The Act requires that employers furnish employees a workplace free from recognized hazards and in compliance with the safety and health standards applicable to the employer's workplaces and other regulations issued by the Commissioner of Labor under the Act.

EMPLOYEES: The Act requires that employees comply with all safety and health standards and other regulations issued under the Act that apply to their actions and conduct on the job.

ENFORCEMENT: The New York State Department of Labor's Division of Safety and Health (DOSH) is responsible for administering and enforcing the Act. The Commissioner issues safety and health standards, and Safety and Health Inspectors and Hygienists conduct on-site inspections to ensure compliance with the Act.

INSPECTION: The Act requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the DOSH Inspector or Hygienist for the purpose of aiding the inspection.

Where there is no authorized employee representative, the DOSH Inspector or Hygienist must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

DISCRIMINATION: The Act provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the Act.

Employees who believe that they have been discriminated against may file a complaint with the nearest DOSH office within 30 days of the alleged discrimination.

VOLUNTARY ACTIVITY: The Department of Labor encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces.

Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury or illness to employees and supervisors. On a voluntary basis, employers may request that the DOSH office furnish consultant services to assist the employer in meeting job-site compliance with safety and health standards.

MORE INFORMATION: Additional information may be obtained from the nearest DOSH DISTRICT OFFICE listed below:

ALBANY 12240
State Office Bldg. Campus
Tel: (518) 457-5508

BINGHAMTON 13901
44 Hawley St.
Tel: (607) 721-8211

BUFFALO 14202
65 Court Street
Tel: (716) 847-7133

GARDEN CITY 11530
400 Oak Street, Suite 101
Tel: (516) 228-3970

NEW YORK CITY 10014-0683
345 Hudson Street
PO Box 683
Tel: (212) 352-6116

ROCHESTER 14607
109 S. Union Street
Tel: (585) 258-4570

SYRACUSE 13202
450 South Salina Street
Tel: (315) 479-3212

UTICA 13501
207 Genesee Street
Tel: (315) 793-2258

WHITE PLAINS 10605
120 Bloomingdale Road
Tel: (914) 997-9514

George E. Pataki
Governor

Post Conspicuously

POSTING REQUIREMENT:

PURSUANT TO 12NYCRR 38.27, COPIES OF THIS NOTICE MUST BE POSTED WHERE EMPLOYEES WORKING IN OR FREQUENTING ANY PORTION OF THE CONTROLLED AREAS, CAN OBSERVE A COPY ON THE WAY TO OR FROM THEIR PLACE OF EMPLOYMENT.

STATE OF NEW YORK
DEPARTMENT OF LABOR
DIVISION OF SAFETY AND HEALTH



RADIOLOGICAL HEALTH UNIT
STATE CAMPUS, BUILDING 12
ALBANY, NEW YORK 12240

NOTICE TO EMPLOYEES
STANDARDS FOR PROTECTION AGAINST RADIATION

WHAT THESE STANDARDS COVER

1. Limits on exposure to radiation and radioactive material in controlled and uncontrolled areas:
2. Instructions to be given to workers:
3. Personnel monitoring, surveys and equipment:
4. Caution signs, labels, and safety interlock equipment:
5. Exposure records and reports: and
6. Related matters.

RADIATION EXPOSURE

If you work where personnel monitoring equipment is required, the New York State Department of Labor requires your employer to provide you with an annual written report of your exposure to radiation. Also, you may request a report at the time that you terminate employment. The New York State Department of Labor also requires your employer to give you a written report if you receive any exposure in excess of the limits set for occupational exposure.

YOUR EMPLOYER'S RESPONSIBILITY

The possession and use of radiation sources for industrial and commercial purposes in New York State is regulated by the Radiological Health Unit of the New York State Department of Labor, under "Ionizing Radiation Protection" (Code Rule 38).

The Department requires that:

1. all significant radiation sources in this installation be either registered or licensed: and
2. a copy of the applicable regulations, the license and/or registration and specific operating procedures which apply to the workers be posted or otherwise be available to every worker in a controlled area, and relevant provisions be explained to the workers.

YOUR RESPONSIBILITY AS A WORKER

You should familiarize yourself with the provisions of Code Rule 38, and the license and registration and operating procedures which apply to the work in which you are engaged. You should observe these provisions for your own protection and the protection of your co-workers.

INSPECTIONS AND COMPLAINTS

All activities licensed by the Department of Labor's Radiological Health Unit, are inspected on a regular basis by specialists from the unit. Also, any employee who believes that a violation or an imminent danger exists may request an inspection by calling the number listed under "Inquiries" below. Your identity will be protected at your request.

RETALIATION FOR COMPLAINTS

State law protects you from retaliatory personnel actions by your employer, if you follow its provisions. Contact the office listed below under "Inquiries" for a copy of the law.

INQUIRES

Any questions dealing with the matter outlined above can be Directed:

State of New York, Department of Labor.
Division of Safety and Health, Radiological Health Unit.
State Campus — Building 12.
Albany, NY 12240.

or by calling the Unit at (518) 457-1202.

THE RADIATION SAFETY OFFICER FOR THIS INSTALLATION IS:

Paul Navarra

HE OR SHE MAY BE CONTACTED AT THE FOLLOWING NUMBER:

212-417-8341

CODE RULE 38, THE INSTALLATION'S LICENSE OR REGISTRATION, AND THE OPERATING PROCEDURES ARE LOCATED AT:

Research Foundation

New York Election Law

1. If a registered voter does not have sufficient time outside of his working hours, within which to vote at any election, he may, without loss of pay for up to two hours, take off so much working time as will, when added to his voting time outside his working hours, enable him to vote.

2. If an employee has four consecutive hours either between the opening of the polls and the beginning of his working shift, or between the end of his working shift and the closing of the polls, he shall be deemed to have sufficient time outside his working hours within which to vote. If he has less than four consecutive hours he may take off so much working time as will when added to his voting time outside his working hours enable him to vote, but not more than two hours of which shall be without loss of pay, provided that he shall be allowed time off for voting only at the beginning or end of his working shift, as the employer may designate, unless otherwise mutually agreed.

3. If the employee requires working time off to vote he shall notify his employer not more than ten nor less than two working days before the day of the election that he requires time off to vote in accordance with the provisions of this section.

4. Not less than ten working days before every election, every employer shall post conspicuously in the place of work where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of this section. Such notice shall be kept posted until the close of the polls on Election Day.

Required Posting

Title I. STATE WIDE PROVISIONS
§ 3-110. Time Allowed Employees To Vote.

NOTICE REQUIREMENT FOR
FRINGE BENEFITS AND HOURS

Section 195.5 of the New York State Labor Law effective December 12, 1981 provides as follows: "Every employer shall notify his employees in writing or by public posting the employer's policy on sick leave, vacation, personal leave, holidays and hours."

Written Information Regarding

Fringe Benefits and Hours Are Located At

Research Foundation CUNY - 230 W. 41st Fl. 7

Location(s)

Wendy Patitucci

Supervisor(s)