



No Hate

New York State:

Hate and Bias Prevention Guide



Division of
Human Rights

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Introduction

This toolkit is a resource for individuals and communities who have experienced or witnessed hate and bias. In this toolkit you will find a directory of resources and information on:

- How to identify hate crimes, bias incidents, and discrimination
- How to report hate crimes, bias incidents, and discrimination
- Crime victim rights
- How to engage with the media
- How to be an effective ally and upstander
- De-escalation and tips for difficult conversation around hate and bias

About the Hate and Bias Prevention Unit at the New York State Division of Human Rights:

The Division of Human Rights (DHR) is the state agency responsible for enforcing the New York State Human Rights Law. It is dedicated to **eliminating discrimination, remedying injustice, and promoting equal opportunity, access and dignity** through enforcement of the NYS Human Rights Law.

Our vision is a New York free of discrimination where everyone can fulfill their potential and participate fully in the life of the state.

Each year, DHR investigates and adjudicates thousands of complaints and reaches out to millions of New Yorkers across the state to share information about their rights and protections under the law.

Under Governor Kathy Hochul's leadership, DHR launched the Hate and Bias Prevention Unit (HBPU) in December 2022 to help communities combat prejudice and discrimination. HBPU's mission is focused around three key initiatives: a statewide network of Regional Councils, Youth Initiatives, and a Response Team.

The Hate & Bias Prevention Unit (HBPU) launched the No Hate New York State campaign in 2025 to help communities combat prejudice and discrimination and reduce hate and bias through a unique focus on prevention and community engagement across New York State.

No Hate New York State: Three Key Initiatives

REGIONAL COUNCILS

DHR's Hate and Bias Prevention Unit has established ten Regional Hate and Bias Prevention Councils representing every region across the state. The councils are comprised of a diverse network of public and private stakeholders. These partners work together in building connections and local capacity to prevent and respond to hate and bias incidents through community engagement and mobilization.

YOUTH INITIATIVES

This initiative engages young people in programs, trainings and workshops that will develop their knowledge, skills, and attitudes to be catalysts for change in their communities. We partner with schools and youth-based organizations across the state, centering youth voices and experiences about hate and bias.

HATE & BIAS RESPONSE TEAM

The Response Team operates a dedicated hotline to receive reports of hate and bias incidents. We provide referrals for legal assistance, mental health resources, victim services, and law enforcement, as well as community-focused services including community dialogue, community mobilization, conflict resolution, and restorative justice.

The Importance of Reporting

Hate and bias can take many forms, from a hurtful remark to a serious assault to systemic discrimination. What they have in common is their capacity to harm, intimidate, or terrorize not just individuals but entire communities.¹ Research shows that hate crimes can lead to a range of mental health issues, including increased rates of depression, anxiety, and PTSD.² Hate crimes and bias incidents have escalated in recent years, including troubling instances of antisemitic, anti-Asian, Islamophobic, anti-LGBTQ+, and other bias-motivated attacks.

You can find statistical information about crimes in New York State, including hate crimes, at criminaljustice.ny.gov/crimnet/ojsa/stats.htm. Note that these hate crime statistics may underrepresent the true prevalence of such crimes because not all victims report to law enforcement. The National Institute of Justice estimates that just 1 in 31 hate crimes are captured in federal reports.³

People may be less likely to report due to a variety of reasons, including language barriers or a lack of trust or comfort in government or other institutions. Additionally, there are many bias incidents, such as verbal harassment, that may not meet the legal definition of a hate crime but still cause harm and intimidation for individuals and communities.

Through the No Hate NYS initiative, we collect information from the public about bias incidents throughout New York State, even if they may not constitute hate crimes, in order to better understand the true scope of hate and bias in New York State.

- Everyone who has experienced a hate crime or bias incident should consider reporting it to help policy makers and advocates to better understand their nature and frequency. This information will help prevent future incidents and direct resources to impacted individuals and communities.
- See [“How do I report a Hate Crime or Bias Incident”](#) in this toolkit for more information.

Only 1 in 31 hate crimes are estimated to be captured in federal reporting.

The image shows two smartphones displaying the DHR Hate and Bias Incident Form. The left phone shows the form's input fields for contact information and incident details. The right phone shows the form's instructions and reporting options.

- **Report by phone at (844) NO-2-HATE (844-662-4283), or online at nohatenys.org or dhr.ny.gov/nohate**
- **Confidential**
- **Reports can be made anonymously**
- **Support is available!**

¹ <https://www.justice.gov/hatecrimes/learn-about-hate-crimes>

² <https://www.apa.org/topics/gun-violence-crime/hate-crimes>

³ National Institute of Justice, "Using Research to Improve Hate Crime Reporting and Identification." Sept. 14, 2023, <https://nij.ojp.gov/topics/articles/using-research-improve-hate-crime-reporting-and-identification>.

Identifying Hate Crimes, Bias Incidents, and Discrimination

- **Hate Crime:** a criminal offense that is motivated by bias. A person commits a hate crime when they commit one or more specified crimes (e.g. violence, threats or property damage) and either selects their victim or commits the act, in whole or in substantial part, because of a belief or perception regarding their race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability or sexual orientation. Hate crimes can target an individual, a group of individuals, or public or private property.⁴



- Visit [Designated Hate Crimes \(ny.gov\)](https://www.nysenate.gov/legislation/laws/PEN/485.05) for more information on which crimes fall under the New York State Hate Crime Statute.
- See [Key Hate Crimes Statutes](#) for more information about New York State and Federal Hate Crimes Statutes.
- **Bias Incident:** acts of hostility motivated by prejudice that do not involve criminal behavior. Bias incidents may include verbal harassment (e.g. using slurs or derogatory language) or discrimination, but do not involve a crime, such as physical attacks, threat of attack, or property damage.⁵
- Some bias incidents may be considered protected speech or free speech under the US Constitution. See page 7 for a [discussion of free speech and hate crimes](#).
- **Discrimination: unfair or unequal treatment of a person due to their identity.**
 - Under [New York State Human Rights Law](#), every citizen has an “equal opportunity to enjoy a full and productive life.” the Human Rights Law protects people from discrimination in areas such as employment, education, credit, public accommodations and purchasing or renting a home or commercial space based on race, religion, sexual orientation, and a wide variety of additional protected characteristics. For a full list of categories protected under the New York State Human Rights Law, visit: <https://dhr.ny.gov/discrimination-law>.
 - If you have experienced discrimination, you may be entitled to relief under the New York State Human Rights Law and other laws. For information about filing a discrimination complaint with the New York State Division of Human Rights, visit dhr.ny.gov/complaint.
 - For local laws, visit the webpage of your local Human Rights Commission. For a list of all county human rights commissions in New York State, visit dhr.ny.gov/human-rights-commissions.

⁴ <https://www.nysenate.gov/legislation/laws/PEN/485.05>

⁵ https://www.nyc.gov/assets/cchr/downloads/pdf/materials/OPHC_WhatIsAHateCrime_FINAL.pdf

What is the Difference Between Free Speech, Hate Speech and Hate Crimes?

Freedom of Speech

Freedom of speech is protected by the First Amendment to the Constitution of the United States. The right to express opinions, likes, or dislikes without interference or reprisal from the government is fundamental to our democracy and political freedoms. **This freedom often extends to statements that are considered offensive to others. For instance, calling someone an offensive name is considered free speech and is protected from government interference or restriction.**⁶

- However, not all speech is protected. Incitement to violence, lying under oath, graffiti that damages property, threats,⁷ slander, libel, and child pornography are all examples of unprotected speech where the government may intervene.

Hate Speech

Hate speech is generally used to refer to any form of expression through which speakers intend to vilify, humiliate, or incite hatred against a group or a class of persons on the basis of race, religion, skin color, sexual identity, gender identity, ethnicity, disability, or national origin," or another protected characteristic.⁸

- There is no legal definition of hate speech, and hate speech may fall within First Amendment protections. However, any speech may be considered a crime if it is used to incite criminal activity.⁹
- In New York State, certain symbols, including display of a swastika or noose, may be considered hate crimes and are therefore not necessarily protected speech. See the [Hate Symbols](#) of this toolkit for more information.

Hate Crimes

Hate Crimes: When hate speech is accompanied by criminal activity, the act may be a hate crime if it was motivated in whole or substantial part by the perceived identity of the victim.¹⁰ See Identifying Hate Crimes, Bias Incidents, and Discrimination in this toolkit for more information.

- There has been long-standing debate in the United States regarding the right to freedom of speech and the importance of protecting individuals and communities from hate. For additional reading on this topic:
 - [ACLU's At Liberty Podcast, Ask an Expert: What Is Free Speech?](#)
 - [Pew Research Center's Americans and 'Cancel Culture': Where Some See Calls for Accountability, Others See Censorship, Punishment](#)
 - [American Bar Association: The Ongoing Challenge to Define Free Speech](#)
 - [New York City Police Department Pamphlet on Free Speech vs. Hate Crimes](#)

⁶ https://www.americanbar.org/groups/crsj/publications/human_rights_magazine_home/the-ongoing-challenge-to-define-free-speech/the-ongoing-challenge-to-define-fr ; <https://www.doj.state.or.us/wp-content/uploads/2023/03/Free-Speech-and-Hate-Speech.pdf> ; <https://www.nyc.gov/site/nypd/services/law-enforcement/hate-crimes.page>

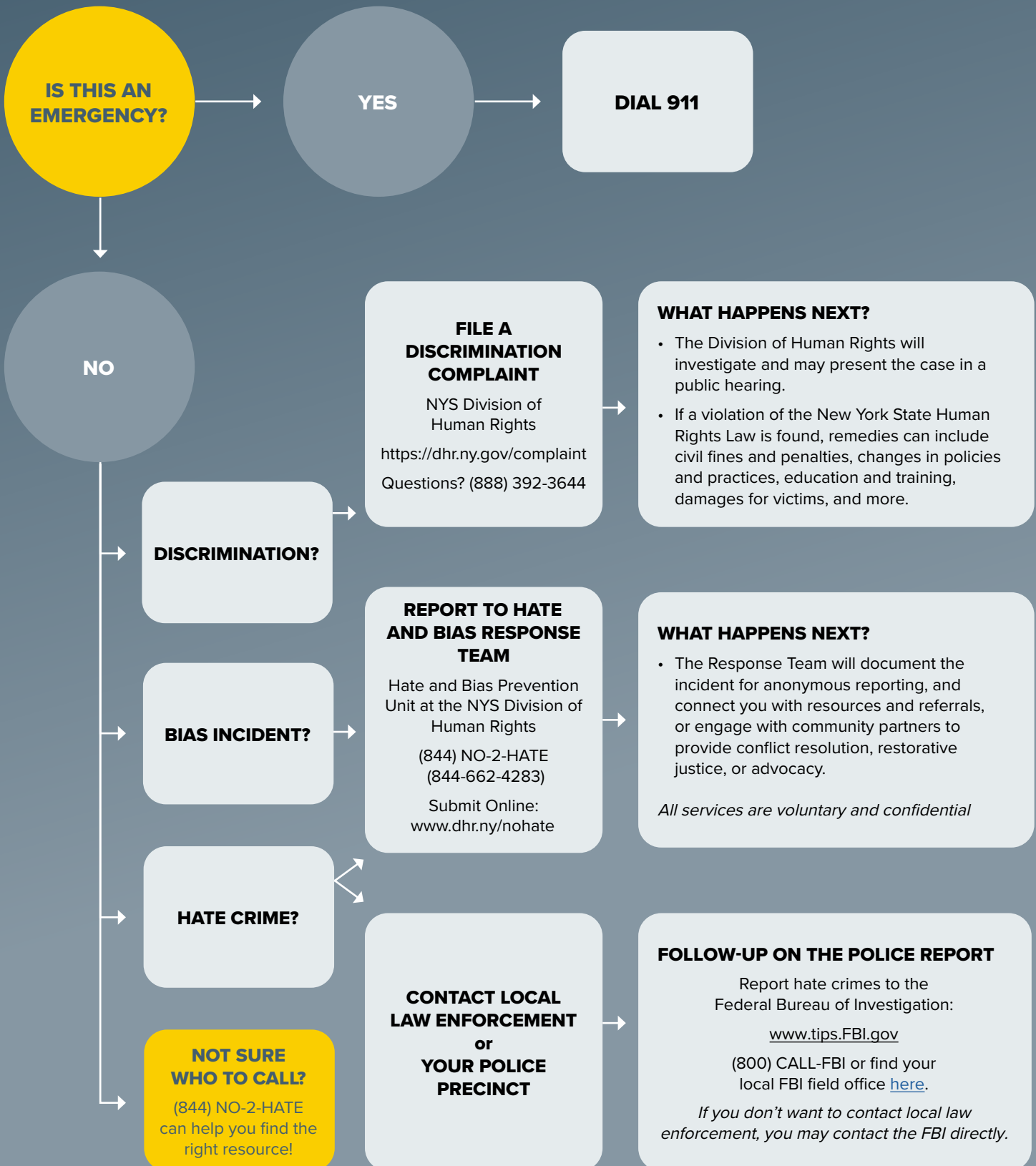
⁷ "True threats" as defined by the United Supreme Court and 9th Circuit Court of Appeals Citation: *Watts v. United States*, 394 U.S. 705 (1969), <https://supreme.justia.com/cases/federal/us/394/705/>; *United States v. Keyser*, 704 F.3d 631, 638 (9th Cir. 2012); *United States v. Bagdasarian*, 652 F.3d 1113, 1118 (9th Cir. 2011) Free Speech and Hate Speech: What are the intersections <https://www.doj.state.or.us/wp-content/uploads/2023/03/Free-Speech-and-Hate-Speech.pdf>

⁸ Kenneth Ward, *Free Speech and the Development of Liberal Virtues: An Examination of the Controversies Involving Flag-Burning and Hate Speech*, 52 U. Miami L. Rev. 733 (1998).

⁹ <https://ala.org/advocacy/intfreedom/hate#FN%201>

¹⁰ <https://www.nyc.gov/site/nypd/services/law-enforcement/hate-crimes.page>

How Do I Report a Hate Crime, Bias Incident, or Discrimination?



What Happens When I Report to No Hate NYS?

VICTIM CENTERED AND TRAUMA INFORMED

- You'll be connected with a trained professional who understands diverse cultures and communities as well as trauma-sensitive communication. Interpretation services are available in more than 200 languages.

REPORTING

- We will document hate crime and bias incidents to build awareness and inform policy.
- Reports can be submitted anonymously. Regardless of whether you report anonymously or not, the identifying information you submit will be maintained in confidence.

CONSULTATION, REFERRALS AND SERVICES

- Our staff can provide referrals to law enforcement, government agencies, social services, and legal services.
- Our staff can also offer community-focused responses: community engagement, conflict resolution, dialogue, and restorative justice.

Tips for Reporting

- Write down all the details of the incident as soon as possible while it is still fresh in your memory. Include information about **what happened, where, and any identifying details** about the people involved, including victim(s), witness(es), and perpetrator(s).
- Note any biased comments that were made (e.g. epithets or slurs)
- Collect names and contact information of all victim(s) and witness(es)
- If reporting to the police:

**Get the
officer's name
and badge number.**

**Make sure the
officer files an
incident report
form and assigns a
case number.**

**Get a copy of the
report for your
records.**

**If you believe
the incident was
bias-motivated,
encourage the
officer to note this
on the report.**

What if I Do Not Want to Call the Police?

- **Document** the incident(s) for your records.
- **Report** the incident to the **New York State Division of Human Rights** [Hate and Bias Prevention Unit Hotline](#) at (844)-NO-2-HATE (844-662-4283) or submit an [online incident report](#).
- **Get support!** [See our directory of resources and services here.](#)

Crime Victim Rights

If you have been the victim of a crime, including a hate crime, you have rights under Federal and New York State Law to **information, notification, and in some cases compensation**¹¹.

Victims have the right to:

- **Receive a free copy of the police report**, even if there was no physical injury.
- **Be notified of criminal proceedings.**
- **Make a victim impact statement** at the time of sentencing in a felony case.
- **Obtain a waiver of fees** for replacing driver's license, permit, registration, and license plates that were lost or stolen as a result of a crime.
- **Have law enforcement and the prosecutor inform employers** that the criminal case may require work absences or explain the circumstances of the crime to creditors.
- **Be free of penalty by an employer** when appearing as a witness in a criminal proceeding, when consulting with prosecutors, or when exercising other rights under the law. A violation of this law by an employer is a B misdemeanor.
- **File for victim compensation and assistance** with the New York State Office of Victim Services.
- **Request restitution** and have the prosecutor present this request in court. A victim may ask the defendant to pay back what was lost due to the crime.
- **Be free from intimidation**, threats, or harassment.
- **Receive notice** of discharge, release, or escape of an offender from a correctional facility.

For more information:

- Know Your Rights: A Guide for Victims of Crime from the New York State Office of Victim Services (ovs.ny.gov/system/files/documents/2022/06/rights-crime-victims-booklet.pdf)
- Rights of Federal Crime Victims from the Federal Bureau of Investigation (fbi.gov/how-we-can-help-you/victim-services/rights-of-federal-crime-victims)
- Crime Victims information from the Office of the New York State Attorney General <https://ag.ny.gov/publications/crime-victims>

¹¹ Office of the New York State Attorney General, https://ag.ny.gov/sites/default/files/crime_victims_bill_of_rights.pdf.

What to Do if You Are Contacted by the Media

It's your choice!

- Sharing your story publicly can help build awareness and understanding so that policy makers, law enforcement, and community members can better prevent hate and bias. Keep in mind that if you decide to share your story you may also lose privacy or expose yourself or others in ways you did not intend.
- You always have the right to decline a media interview or to say **“no comment.”**
- Consider seeking legal advice before you speak with the media.
- If there is an ongoing investigation and you do not want to talk about it, you can say, “Due to the ongoing investigation, we cannot discuss the details...”

If you choose to speak with the media:

- You may choose a friend or family member, victim advocate, or your attorney to be present with you during the interview or to speak on your behalf.
- Develop talking points: consider your target audience and the goals you want to achieve¹²:
 - Include relevant details: who, what, when, where, how?
 - What would you like people to do and how?
 - If you post on social media, consider including relevant hashtags to increase visibility

See these resources for more information:

- [Privacy & Dignity: A Guide to Interacting with the Media from the National Center for Victims of Crime](https://victimsofcrime.org/wp-content/uploads/2020/08/Privacy-and-Dignity-final.pdf) (victimsofcrime.org/wp-content/uploads/2020/08/Privacy-and-Dignity-final.pdf)
- [NCVRW Resource Guide: Advocating for Victims with the Media](https://ovc.ojp.gov/sites/g/files/xyckuh226/files/ncvrw2019/info_flyers/message_eng/2019NCVRW_AdvocatingWithMedia_eng_508.pdf) (ovc.ojp.gov/sites/g/files/xyckuh226/files/ncvrw2019/info_flyers/message_eng/2019NCVRW_AdvocatingWithMedia_eng_508.pdf)

¹² <https://www.napaba.org/page/hatecrimestoolkits>

What to Do if You Experience Hate Online

Engage Responsibly Online:

Don't spread hate or misinformation!

Pause, verify and fact check before you “like,” share, or retweet.

Think carefully and consult with experts before sharing hateful images or statements online, even if you are doing so in order to state your opposition to the content or to correct inaccurate information. While it is important to increase awareness, reposting images risks elevating the hateful content or promoting copycat acts.

Verify!

Check the origin and accuracy of content using search engines and image searches.

Speak up!

Hatred and misinformation thrive on the silence of others. Without getting drawn into the fight, exchanging insults or threats, or putting yourself or anyone else in danger, you can counter hateful speech calmly and firmly to spread messages of unity and inclusion. Share information from reliable sources and express solidarity with individuals or communities targeted by hate.

Report online hate content!

Content that violates platform standards should be reported to site administrators. Consider reporting to the Hate and Bias Prevention Unit or to community organizations that advocate for impacted communities. If content contains threats or incitement of violence, report it to law enforcement as well.¹³

¹³ Content partially drawn from: <https://www.un.org/en/hate-speech/take-action/engage>

Allyship: How to Support People Impacted by Hate and Bias

Educate yourself

What are my biases?

Explicit Bias (conscious)

Deliberate or intentional beliefs or attitudes applied to a person, group or community with awareness of the prejudice and acts on them knowingly.

Implicit Bias (unconscious)

Attitudes and beliefs that affect our actions, understanding and decisions about a person, group or community in an unconscious manner.

Be humble and listen to those impacted

For tips, see Suggested Language if Someone Discloses a Bias Incident or Crime to You from the Oregon Department of Justice (doj.state.or.us/wp-content/uploads/2023/02/Suggested-Language-if-Someone-Discloses-a-Bias-Incident-or-Crime-to-You.pdf).

Get involved and take action!

- *Responding to Everyday Bigotry: Speak Up!* - a resource guide from Southern Poverty Law Center (splcenter.org/wp-content/uploads/files/d6_legacy_files/downloads/publication/splcspeak_up_handbook_0.pdf)
- Watch a 5-minute video on reducing bias and bias intervention in the workplace from The Way We Work (ted.com/talks/kim_scott_and_trier_bryant_how_to_reduce_bias_in_your_workplace/transcript)
- Read *When do we call out bias, and when do we call in?* from Seed the Way (seedtheway.com/uploads/8/8/0/0/8800499/calling_in_calling_out_3.pdf)

How to be an Upstander

A bystander might just stand by and watch, but an **upstander takes action** to address the situation and show support for those impacted.

Remember every situation is different and there is no one right way to respond.

- Always prioritize your safety and the safety of those around you.

Being an upstander can look like:

- Interrupting or engaging to stop the behavior
- Providing support to a victim who has experienced a hate incident
- Reporting the incident to law enforcement or community organizations
- Educating yourself and others about the experience and needs of targeted communities

For more information and training on being an upstander or bystander:

- Bystander intervention resources from Right to Be (righttobe.org/)
- *The 5 Ds of Bystander Intervention Video from Asian Americans Advancing Justice*, offered in English, Cantonese, Hindi, Korean, Mandarin, Spanish, Tagalog, Thai, and Vietnamese (<https://youtube.com/playlist?list=PLShboSEeEaPQ5JKO6L9DG78V8AcXyZjZh&feature=shared>)

Community Guides and Action Plans: See these guides for more ideas about how to stop hate in your community:

- *Southern Poverty Law Center: 10 Ways to Stop Hate: A Community Response Guide* (splcenter.org/resources/reports/ten-ways-fight-hate-community-response-guide-2/#act)
- *Not in Our Town Community Response to Hate: A Quick Guide for Action* (niot.org/stop-hate-action-kits/community-response-to-hate)

Deradicalization Resources

What do I do if someone I know is at risk of being radicalized, or wants to move beyond hate and extremism?

These organizations support individuals to move beyond hate and extremism:

- Life After Hate (lifeafterhate.org/)
- Parents For Peace (parents4peace.org/)

De-escalation Tips and Having Difficult Conversations

Pause

Take a breath or count to 10 to calm your nerves and assess the situation, rather than rushing in.

Practice situational awareness

Become aware of your surroundings, entrances and exits, and the role of others who may be present.

Assess the situation

It may not be possible to reason or problem-solve with someone who is enraged.¹⁴

- **Always prioritize safety!** Disengage or remove yourself from a situation when necessary to keep yourself or others safe.

If you choose to engage or respond, these communication strategies can support difficult conversations and de-escalation:

Self-regulation: try to stay calm and be aware of signs of anger or tension you might be holding in your body or your voice.

- Take some deep breaths
- Drink some water
- Relax your stance, fists, jaw, etc.
- Consider your body language. Respectful and non-threatening eye contact, posture, and distance from the other person can depend on the culture and context.
- Practice self-empathy:
 - Take a break or set a boundary whenever you need to.

Listen

- Give the other person time to express their concerns and feelings.

Reflect

- Reflect or mirror what you hear to show you are listening and clear up misunderstandings.

¹⁴ https://www.jointcommission.org/-/media/tjc/documents/resources/workplace-violence/CPI-s-Top-10-De-Escalation-Tips_revised-01-18-17.pdf

De-escalation Tips and Having Difficult Conversations (Continued)

Empathize

- When someone is angry or agitated, they may be in distress, frustrated, or afraid.
- People may be more open to hearing your point of view after you have listened to and empathized with them.

Ask questions

- If you hear something that offends you or you believe is untrue, try asking a question to clarify the person's point of view.

“Can you help me understand what you mean when you say...?”

“Tell me more...”

“What led you to that point of view?”

Share your point of view

“I have had a different experience...”

“I see it differently. I'd like to share my point of view...”

Remember the difference between intent and impact

- Sometimes bias-motivated harm is intentional. Hates crimes are the most extreme example of this. Other times, an individual may not realize the pain or suffering they have caused with their words or actions and they may get defensive if someone tries to tell them.
- Impact matters! If someone tells you that your words hurt them, it is your responsibility to listen and try to address it, even if you did not intend harm.
- If you have experienced harm or pain due to someone else's words or actions and they deny any wrongdoing, you might say:

“I hear that wasn't your intention, but it still made me feel...”

“I'd like to share my experience...”

- For more tips, see [*When do we call out bias, and when do we call in?*](#) from Seed the Way.

Resolve or Disengage

- Does the other person have a need or request?
- Do you have a request of the other person?
- Do you need to end the conversation to take care of yourself or stay safe?
- Set boundaries calmly but firmly.
- Remove yourself from the situation and ask for help when needed!

Resource Directory

Visit nohateinys.org/directory for information about government agencies and community-based organizations working in these areas:

**Based Against
People Living with
Disabilities**

**Children/
Families/Schools**

**Conflict
Resolution,
Mediation and
Restorative
Justice Services**

**Crime Victim
Services**

**Criminal Justice/
Corruption**

Deradicalization

**Domestic/
Sexual Violence**

**Education
and Training**

**Ethnic/Racial Hate
and Bias**

Fair Housing

Grants/Funding

Housing Services

**Legal Services/
Advocacy**

**LGBTQIA+/
Gender Bias**

Mental Health

**Religious Hate
and Bias**

Key Hate Crimes Statutes

Federal

- **The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009, 18 U.S.C. § 249**

The Shepard Byrd Act is the first statute allowing federal criminal prosecution of hate crimes motivated by the victim's actual or perceived sexual orientation or gender identity. The Act makes it a federal crime to willfully cause bodily injury, or attempt to do so using a dangerous weapon, because of the victim's actual or perceived race, color, religion, or national origin. The Act also covers crimes committed because of the actual or perceived religion, national origin, sexual orientation, gender, gender identity, or disability of any person, if the crime affected interstate or foreign commerce or occurred within federal special maritime or territorial jurisdiction.

The Act also granted authority for federal investigations into hate crimes and provided funding and technical assistance to state, local, and tribal jurisdictions to help them to more effectively investigate and prosecute hate crimes.¹⁵

- **Emmett Till Anti-Lynching Act of 2022**

- **Title 42, U.S.C., § 3631 - Criminal Interference with Right to Fair Housing**

- **Title 18, U.S.C., Section 247 - Church Arson Prevention Act of 1996**

- **The COVID-19 Hate Crimes Act, 24 U.S.C. § 30501**

- **Khalid Jabara and Heather Heyer National Opposition to Hate, Assault, and Threats to Equality Act of 2021 (Jabara-Heyer NO HATE Act)**

- **Violent Interference with Federally Protected Rights, 18 U.S.C. § 245**

- **Conspiracy Against Rights, 18 U.S.C. §241**

For descriptions of the statutes listed above, visit [justice.gov/hatecrimes/laws-and-policies](https://www.justice.gov/hatecrimes/laws-and-policies).

¹⁵ <https://www.justice.gov/crt/matthew-shepard-and-james-byrd-jr-hate-crimes-prevention-act-2009-0>

New York State

- **New York State Penal Law** defines hate crimes as specified offenses in which the perpetrator intentionally selects the victim or commits the act, in whole or substantial part, because of the offender's belief or perception of a person, group, place, or property with a particular race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability, or sexual orientation, regardless of whether that belief or perception is correct.
- For a **list of crimes that fall under the Hate Crimes Statute**, visit ny.gov/designated-hate-crimes.
- **Hate Symbols:** Hate crimes are not limited to violent or physical attacks. Hateful symbols can also create pain and fear within vulnerable communities. In New York State, some hate-motivated symbols, including a swastika, noose, or cross set on fire, can result in hate crime charges. (For more information on hate symbols, visit nyc.gov/site/stophate/resources/information-on-hate-symbols.page for information on hate symbols.)¹⁶

Links to New York State Penal Code regarding hate crimes:

Section 485.05 (nysenate.gov/legislation/laws/PEN/P4TYA485)

Section 240.31 (nysenate.gov/legislation/laws/PEN/240.31)

Section 240.30(3) (nysenate.gov/legislation/laws/PEN/240.30)

Hate Crimes Analysis and Review Act (nysenate.gov/legislation/bills/2021/S70)

Chapter 554 of the Laws of New York of 2021 (nysenate.gov/legislation/bills/2021/S4615)

¹⁶ <https://www.nyc.gov/site/stophate/resources/information-on-hate-symbols.page>

Key Anti-Discrimination Statutes

Federal

The Civil Rights Act of 1964

- Prohibits discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal. It was the most sweeping civil rights legislation since Reconstruction.
- For more information, visit [archives.gov/milestone-documents/civil-rights-act#:~:text=This%20act%2C%20signed%20into%20law,civil%20rights%20legislation%20since%20Reconstruction.](https://www.archives.gov/milestone-documents/civil-rights-act#:~:text=This%20act%2C%20signed%20into%20law,civil%20rights%20legislation%20since%20Reconstruction.)

Visit the below resources for additional anti-discrimination laws including:

- Equal Pay Act of 1963 ([eeoc.gov/statutes/equal-pay-act-1963](https://www.eeoc.gov/statutes/equal-pay-act-1963))
- Age Discrimination in Employment Act of 1967 ([eeoc.gov/statutes/age-discrimination-employment-act-1967](https://www.eeoc.gov/statutes/age-discrimination-employment-act-1967))
- Rehabilitation Act of 1973 ([eeoc.gov/statutes/sections-501-and-505-rehabilitation-act-1973](https://www.eeoc.gov/statutes/sections-501-and-505-rehabilitation-act-1973))
- The Civil Rights Act of 1991 ([eeoc.gov/statutes/civil-rights-act-1991](https://www.eeoc.gov/statutes/civil-rights-act-1991))

New York State

The New York State Human Rights Law

- Passed in 1945, the New York State Human Rights Law is the oldest statewide anti-discrimination law in the country – and one of the nation’s strongest.
- The Human Rights Law prohibits discrimination in many settings that New Yorkers encounter often, such as employment and internships; housing, including renting or buying; places open to the public, like stores, restaurants, hospitals, and hotels; public and private schools, except religious schools and some for-profit schools; and credit transactions.
- Learn more about the protected characteristics covered by the Human Rights Law here: <https://dhr.ny.gov/discrimination-law>
- Find the text of the Human Rights Law here: <https://dhr.ny.gov/law-and-regulations>