

Table of Contents

4 WHO SHOULD READ THIS BOOKLET?

6 WHICH LAWS PROTECT YOU
FROM DISCRIMINATION?

8 JOB DISCRIMINATION

21 HOUSING DISCRIMINATION

23 HEALTH CARE, EDUCATION,
AND OTHER TYPES OF DISCRIMINATION

27 MORE INFORMATION

Who should read this booklet?

This booklet is for New Yorkers who have heard things like this:

“You’re HIV-positive? We’ll have to refer you to a different dentist.”

“We can’t have people on methadone working here.”

“Oh, I’m sorry, we only hire people with clean records.”

Reading this booklet can help individuals, advocates, and services providers in New York protect themselves and others from discrimination based on HIV status, substance use disorders, or a criminal record.



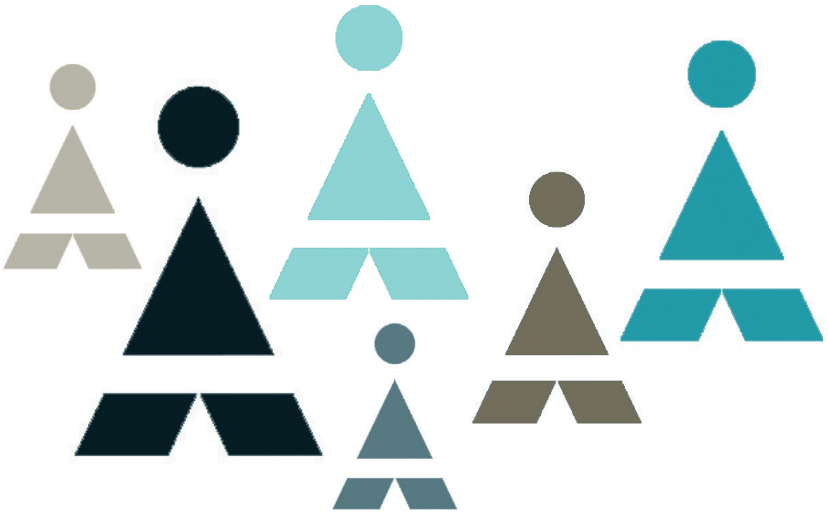
HOW CAN THIS BOOKLET HELP YOU AVOID DISCRIMINATION?

Unfortunately, discrimination does happen. But there are ways to overcome it. A first step is to learn your rights so you can recognize and address possible discrimination.

This booklet will give you information about how to avoid discrimination in employment, housing, health care, insurance, and elsewhere. It also will help you recognize legal violations and enforce your rights. It covers —

- Laws that make it illegal to discriminate against people with HIV, AIDS, substance use disorders, and criminal records;
- Limits on what employers, landlords, and others may ask;
- How to improve your chances of getting and keeping a job or housing if you have HIV, AIDS, a substance use disorder, or a criminal record;
- What you can do when you believe that illegal discrimination has occurred.

Which
laws
protect
you from
discrimination?



HIV, AIDS, AND SUBSTANCE USE DISORDERS

HIV, AIDS, and substance use disorders (but not current illegal drug use) are considered “disabilities” under laws that prohibit discrimination against people with disabilities. These laws include the Americans with Disabilities Act, Rehabilitation Act of 1973, Fair Housing Act, and New York State and New York City Human Rights Laws.

You do not have to get disability benefits to be protected by these laws. For example, if you have HIV but are not eligible for disability benefits, you still are protected from discrimination.

Other laws give you the right to equal health insurance coverage for substance use disorder treatment. Some are known as “parity” laws. If you are in New York and are having problems accessing health insurance for a substance use disorder, consider calling the CHAMP helpline at (888) 614-5400.

CRIMINAL RECORDS

Several laws prohibit job discrimination because of a criminal record. These include the New York State and New York City Human Rights Laws and Article 23-A of the New York Correction Law. Some cities in New York also have “ban the box” laws that limit when employers may ask about criminal records. In New York City, this is known as the Fair Chance Act. Finally, federal laws prohibiting race discrimination sometimes protect people with criminal records from discrimination in employment and housing.

Job Discrimination

HIV, AIDS, AND SUBSTANCE USE DISORDERS



May employers deny you a job, fire you, or treat you differently because you are living with HIV or AIDS or have a substance use disorder?

Usually not. If you are qualified for the job, it is illegal for employers to discriminate against you because you have –

- HIV or AIDS,
- past drug addiction, or
- past or current alcohol addiction.

These are all considered “disabilities” under laws that prohibit discrimination against people with disabilities. But these laws do not protect you from job discrimination based on your current illegal use of drugs.

It also is illegal for employers to discriminate against you because you are in treatment for alcohol or drug addiction or take prescribed addiction medication, such as methadone, buprenorphine, or naltrexone.

However, it is legal for your boss to fire you for not doing your job or for breaking workplace rules. For example, if your job says you have to call in for sick days and you do not, your boss may legally fire you. This is true even if your HIV or alcoholism is the reason you were sick.

Must employers give you an “accommodation” for HIV, AIDS or a substance use disorder?

If you have a disability, you are entitled to “reasonable accommodations” that you need to perform your job, such as changes in your work schedule. But employers do not need to make accommodations that are too costly or too much of a burden. You usually need to ask for the accommodation and may need to provide written proof from your doctor.

How can employers find out about your HIV status? What about your substance use disorder?

Employers often find out that you have HIV, AIDS or a substance use disorder through —

- Health-related questions on job applications,
- Interviews,
- Medical exams or medical questionnaires,
- Drug tests, or
- Drug- or alcohol-related arrests or convictions.

Responding to medical questionnaires also might reveal that you are taking medication to prevent HIV (PrEP).

What do employers have the right to know?

It depends on when the employer is asking.

Job Applicants

Before offering you a job, employers may not ask about your disabilities. These questions are illegal:

- “Do you have HIV or AIDS?”
- “Have you ever been in alcohol or drug treatment?”
- “Have you ever been addicted to drugs or alcohol?”

But it is legal for employers to ask if you have a physical or mental condition that might make you unable to do the job. They may also ask about current or past alcohol or illegal drug use. These questions are legal:

- “Have you ever used illegal drugs?”
- “Do you drink alcohol?”

It is also legal for an employer to make you take a drug test.

It is illegal for employers to ask how much or how often you use drugs or alcohol, because those questions might reveal a substance use disorder.

After Job Offer – Before Job Starts

After a job offer that is conditioned on passing a medical exam or filling out a medical form, it is legal for employers to require you to answer medical questions or pass a medical exam if everyone in the same job category is asked the same questions or required to take a medical exam. This means that it is illegal for an employer to ask only you to take a medical exam and drug test just because the employer knows you are in recovery or have HIV.

Current Employees

Once you start work, your employer may only require a medical exam or ask for medical information if it is “job related” and a “business necessity,” meaning that the employer reasonably believes that you have a medical condition that could hurt your job performance or be a “direct threat” in the workplace.



Do employers have to keep your medical information confidential?

Yes, if the employer gets the information from a required medical exam, a voluntary health program on the work site, or because you asked for a “reasonable accommodation.” Your employer must also keep confidential any HIV or substance use disorder treatment information that was provided by your treating provider with your written consent.

The law is not as clear about the privacy of medical information your employer gets in other ways. For example, if you tell your boss you are upset because you just found out you have HIV, some courts have ruled that your boss would not have to keep that information confidential. On the other hand, the Equal Employment Opportunity Commission (EEOC), which enforces the Americans with Disabilities Act, has said that employers must keep medical information about employees and applicants confidential even if they learned it through social media.

Is it legal for your doctor to tell your employer that you have HIV or AIDS?

Only with your written consent to disclose your HIV status. Article 27-F of New York’s Public Health Law says that most health and social service providers must keep HIV information confidential. For more information, see [HIV Confidentiality](#) (listed at the end). But if your employer legally requires this information (see above), and you do not sign a consent form for your doctor to disclose your HIV status, the employer may legally deny you the job. Ask your doctor to read medical

forms carefully to make sure HIV information really is required. For more information about filling out medical forms, read [To Disclose or Not to Disclose](#) (listed at the end).

Is it legal for your substance use disorder treatment program to tell your employer about your treatment?

Not without your written consent. Federal confidentiality laws require substance use disorder treatment programs to get written consent before disclosing information about their patients' substance use disorder treatment. This is true even if your employer has required you to attend a treatment program. As mentioned above, however, your employer may sometimes legally require written proof about your treatment. If you do not agree to the program's giving that information, you might be fired.

What can you do if an employer asks an illegal question or discriminates against you?

Consider contacting the following:

- New York State Division of Human Rights (888-392-3644)
- New York City Commission on Human Rights (212-306-7450)
- New York State Attorney General's Office (800-771-7755)
- U.S. Equal Employment Opportunity Commission (800-669-4000)
- Legal Action Center (212-243-1313)

There are deadlines for taking legal action, so call soon after the illegal act occurs!



CRIMINAL RECORDS



What's on your record?

To understand your rights, you need to know if you have a criminal record and what is on it. The fact that you have been arrested does not always mean you have been convicted of a "crime." Here are some important terms to understand:

- **Felonies and Misdemeanors** – These are "crimes." If you have been convicted of a felony or misdemeanor, you have a "criminal conviction," even if you did not go to trial or serve time.
- **Violation and Infractions** – These are "non-criminal convictions" or "offenses." If you have a violation or infraction conviction, but no felony or misdemeanor convictions, you have a "conviction" but not a "criminal conviction."
- **Youthful Offender Adjudications (YOs)** – These are not "criminal convictions." Eligible youth charged with crimes in adult court (including in the "youth part") may get a YO "adjudication" (legal finding) instead of a "criminal conviction." Individuals under the age of 19 can be adjudicated as a YO.
- **Juvenile Delinquency Adjudications (JDs)** – These are not "criminal convictions." They are "adjudications" (legal findings) made in family court. Individuals under the age of 18 can be adjudicated as a JD.
- **Juvenile Offender Convictions (JOs)** – These are "criminal convictions." Some felony charges against 13 to 15-year-olds are prosecuted in a "youth part" of adult criminal court instead of family court (leading to JOs, not JDs).
- **Adolescent Offender Convictions (AOs)** – These are "criminal convictions." Certain felony charges against 16 and 17-year-olds are prosecuted in a "youth part" of adult criminal court.
- **Dismissals, Acquittals, and Decline to Prosecute** – These are arrests where you were not convicted.



What May New York State Employers Legally Ask?

Most employers in New York may only ask about the convictions with a “yes” in the box, below. There are some exceptions, however, for law enforcement, the Port Authority, and federal jobs and clearances.

Type of Offense	Yes	No
Unsealed Felony	X	
Sealed Felony*		X
Unsealed Misdemeanor	X	
Sealed Misdemeanor*		X
Unsealed Violation	X	
Sealed Violation/Infraction		X
Youthful Offender		X
Juvenile Delinquency		X
Juvenile Offender	X	
Adolescent Offender	X	
Dismissals, Acquittals, Decline to Prosecute		X
Open Cases	X	

* In New York, only a few types of felony or misdemeanor convictions can be sealed. For more information, see [Lowering Criminal Record Barriers](#) (listed at the end).

When can employers find out about your convictions?

Some cities and counties have “ban-the-box” laws. These laws delay when employers may ask about criminal records.

- **New York City (Fair Chance Act/FCA):** This law makes it illegal for most employers in New York City (the five boroughs) to ask about a job applicant’s criminal record before making a job offer (which may be conditioned on a background check). After the job offer, employers can ask questions or require a criminal record check. Most employers may not mention criminal records or background checks in job postings or on job applications. In addition, the Fair Chance Act requires most employers to follow specific steps before denying a job because of a criminal record.
- **Other cities and counties: Buffalo, Dutchess County, Ithaca, Kingston, Newburgh, Rochester, Syracuse, Ulster County, Woodstock, and Yonkers.** The laws in these areas generally delay when employers may ask about a criminal record. But they do not provide the additional protections that are in New York City’s law.

Not all employers are required to follow these ban-the-box laws. For more information, read [Criminal Records and Employment](#) (listed at the end). When ban-the-box laws do not apply, employers may ask about your criminal record at any time, but there are laws that provide other protections, which are discussed below.

How can employers find out about your convictions?

Employers often find out that applicants have a criminal record by –

- Asking questions, either in writing or in person. When employers are allowed to ask questions about your record depends on if there is a ban-the-box law (see above).
- Getting a criminal background report (sometimes called a “credit report” or “consumer report”) from a background check company that gets the information from courts or other public sources. These reports should include only criminal convictions that are not sealed. Federal and state laws require employers to ask for your written consent before getting this report and require the employer to give you a copy before using the report to make a negative decision about your employment.

- Fingerprinting you to get your “RAP sheet” from the New York State Division of Criminal Justice Services (DCJS) or the FBI. Only some employers, typically state and city agencies authorized by law, can get your fingerprint-based RAP sheet. Usually, this RAP sheet will include felony, misdemeanor, and violation convictions that are not sealed. However, RAP sheets for some law enforcement and federal jobs will include sealed information. For more information, see [Lowering Criminal Record Barriers: Certificates of Relief/Good Conduct and Record Sealing](#) (listed at the end).

May employers deny you a job or fire you because of your convictions?

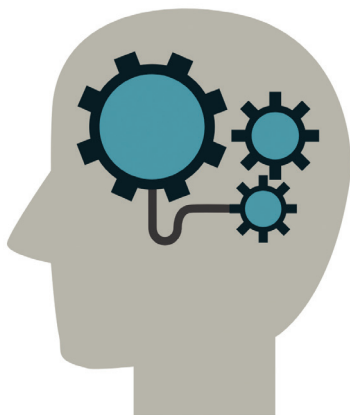
It is illegal for most employers in New York to deny you a job or fire you because of past convictions unless they are “directly related” to the job in question OR hiring you would create an “unreasonable risk” to the safety of people or property. These legal protections are in Article 23-A of the New York Correction Law and the New York State and New York City Human Rights Laws.

When deciding whether to hire or license you, employers must look at your age when convicted, the number of years that have passed since the conviction, the job duties, and evidence of your rehabilitation – meaning positive changes since your conviction, including a Certificate of Relief from Disabilities or Certificate of Good Conduct (details below). Employers who will not hire anyone with a conviction or a certain type of conviction are violating the law!

It is also illegal for most employers to deny you a job, fire you, or discriminate against you because of arrests that did not lead to a conviction (unless the case is still open), sealed felonies, sealed misdemeanors, sealed violations, adjournments in contemplation of dismissal (ACD), youthful offender adjudications (YO), or juvenile delinquent adjudications (JD). This also applies to volunteer positions.

These laws also apply to government agencies that license people to work.

But they do not apply to law enforcement, peace officer, Port Authority, or federal jobs or clearances.



What should you do if an employer or government licensing agency asks an illegal question?

If you are asked to provide information about arrests that did not lead to conviction, sealed felonies, sealed misdemeanors, sealed violations, adjournments in contemplation of dismissal (ACD), youthful offender adjudications (YO), or juvenile delinquent adjudications (JD), you may say “no” or respond as if these cases never happened. This includes volunteer positions.

If you are not sure how to respond, you may call the Legal Action Center at (212) 243-1313.

Should you tell the truth about your criminal convictions on a job application?

If the question is legal, always answer it truthfully. Most employers run criminal background checks and will find out about your convictions even if you do not disclose them. If you do not disclose all or some of the information requested, or leave the answer blank, the employer may legally deny you the job or later fire you. This is true even if your criminal record should not have disqualified you from the job or you would have been a good employee.

If the question is or might be illegal, visit the Legal Action Center’s website, www.lac.org/faqs, or contact the Center at (212) 243-1313.



How can you improve your chances of getting a job?

Your chances will improve greatly if you prepare! Try the following steps:

Step 1: Find out if there are ban-the-box laws where you are applying for work so you know when employers are legally allowed to ask about your convictions.

Step 2: Get your RAP sheet and correct any mistakes. You cannot correctly answer criminal record questions on a job application if you do not know what is on your RAP sheet. Find out what is on your RAP sheet and correct any mistakes. Mistakes are very common! You can get your RAP sheet by calling the New York State Division of Criminal Justice Services (DCJS) (518-457-9847), or the Legal Action Center (212-243-1313). Read [*Your New York State RAP Sheet: A Guide to Getting, Understanding, and Correcting Your Criminal Record*](#) (listed at the end).

Step 3: Get a Certificate of Relief from Disabilities or Certificate of Good Conduct. These certificates help show “rehabilitation.” They also remove some legal barriers that stop people with criminal records from getting jobs or licenses. Read [*Lowering Criminal Record Barriers: Certificates of Relief/Good Conduct and Record Sealing*](#) (listed at the end).

Step 4: Tell the employer about your strengths. An employer may think that just because you have a criminal record, you will not be a good employee. Be prepared to show all the positive things you have done since your convictions. Read [*How to Gather Evidence of Rehabilitation*](#) (listed at the end).

What can you do if you were denied a job or fired because of your criminal record?

Step 1: If there are ban-the-box laws where you applied for a job, did the employer violate them? If so, see Step 5.

Step 2: Ask why you were denied the job. It helps to know if you were denied a job because of your criminal record, and not something else. New York law gives you the right to ask the employer for a letter explaining why it denied you the job. For a sample, see [Sample Letter for Individuals in NY to use when They've Been Denied a Job Due to a Criminal Record](#) (listed at the end).

Step 3: Ask the employer for a copy of any background report used to deny you the job. Employers are required to give you a copy of the report before denying you the job or firing you, but employers often fail to do this. The employer also must give you the name, address, and phone number of the background check company that wrote the report. That company must give you the report free of charge if you ask within 60 days of being denied the job or fired. For a sample, see [Sample Letter for Individuals in NY to use when They've Been Denied a Job Due to a Criminal Record](#) (listed at the end).

Step 4: Make sure the information the employer used was correct! If the background report gave wrong information about your criminal record, bring proof to the employer and ask the employer to change its decision. Also call the background check company and demand that it correct your report. Provide proof if you can. Background check companies do not always do a proper investigation, even though the law requires them to investigate and correct mistakes. For help, contact the Legal Action Center.

Step 5: Consider filing a complaint. Even if the criminal record information is correct, the employer may have violated Article 23-A of the New York Correction Law or the Human Rights Laws, described above. If you think the employer violated any of these laws, call the New York State Division of Human Rights at (888) 392-3644 or the New York City Commission on Human Rights at (212) 306-7450.

The employer may also have violated federal race discrimination laws. You may call the U.S. Equal Employment Opportunity Commission at (800) 669-4000 to file a complaint.

You also may call the Legal Action Center at (212) 243-1313 for help with any of these issues.

Housing Discrimination



HIV, AIDS, AND SUBSTANCE USE DISORDERS

May landlords refuse to rent to you because you have HIV, AIDS, or a substance use disorder?

No. If you are qualified for the housing, it is illegal for a real estate broker or anyone renting or selling a home or apartment to discriminate against you because you have HIV, AIDS, past drug addiction, or alcohol addiction (past or present). These are all considered “disabilities” under laws that prohibit discrimination against people with disabilities, just like in employment. Remember that only past drug addiction is a “disability”. Landlords can refuse to rent to you because of current illegal use of drugs.

May landlords ask about your HIV status or substance use disorder?

No. Landlords, sellers, and brokers may not ask you about your HIV, AIDS, past drug addiction, or alcohol addiction (past or present), but they may ask you about illegal drug use and refuse to rent or sell to you because of your current illegal use of drugs.

What if a landlord finds out about your HIV, AIDS, or substance use disorder? May the landlord evict you?

No. A landlord may not harass or evict you because of your disabilities. But it is legal to evict you for current illegal use of drugs or for selling drugs.

May your landlord or neighbors legally tell others that you have HIV or AIDS?

Unfortunately, the answer is often yes. New York’s HIV confidentiality law does not apply to landlords and neighbors. It only applies if your landlord or neighbor learned your HIV status from your health or social service provider after you

signed a consent form permitting the disclosure to the landlord or neighbor. It also applies to landlords that provide supportive or other special housing through contract with government HIV agencies. Because there are limited privacy protections, you may want to be careful about sharing your HIV status with people who might redisclose it against your wishes. Also note that if your landlord or neighbors harass you because of your HIV status, that could be discrimination.

What can you do if you were denied housing because of your HIV status or substance use disorder?

Call or visit the websites of:

- New York State Division of Human Rights (888-392-3644)
- New York City Commission on Human Rights (212-306-7450)
- New York State Attorney General’s Office (800-771-7755)
- Legal Action Center (212-243-1313)

There are deadlines for taking legal action, so call soon after the illegal act occurs!

CRIMINAL RECORDS

May landlords refuse to rent to you because of your criminal record?

It depends. New York law provides limited protections against housing discrimination for certain types of cases. There are also other limited federal protections.

- In New York, housing providers cannot deny you housing based on arrests that did not lead to a conviction (unless the case is still open), sealed felonies, sealed misdemeanors, sealed violations, adjournments in contemplation of dismissal (ACD), youthful offender adjudications (YO), or juvenile delinquent adjudications (JD). If you are asked to provide information about any of these, you may say “no” or respond as if these cases never happened.



- State-funded housing providers may not freely discriminate against people with criminal records. Landlords have to decide individually whether to admit people with criminal records. They have to consider factors like the seriousness of the offense, the time since the offense, the age of the applicant at the time of the crime, and evidence of rehabilitation.
- According to the United States Department of Housing and Urban Development (HUD), landlords may not exclude all people with criminal convictions. In considering your criminal record, they must consider things like the type of crime and length of time since the conviction.
- Federally funded housing, such as Section 8, local public housing, and private housing that gets federal funding may not exclude all people with criminal records. They may only exclude people whose convictions create a threat to others or to property. Most local housing authorities deny admission to people with certain types of convictions for a set number of years. For example, someone with an A Felony might be excluded for five years. But people often can gain admission anyway by showing that they have been rehabilitated.

Health Care, Education, & Other Discrimination



HIV, AIDS, AND SUBSTANCE USE DISORDERS

May doctors, schools, and government programs discriminate against you because you have HIV, AIDS, or a substance use disorder?

No. Health care providers, schools, government agencies, and many other places and programs are not allowed to discriminate against people with disabilities. For example:

Places open to the public. Health care providers, schools, camps, and other places that are privately run but open to everyone may not discriminate against people with disabilities. Examples:

- Doctors and dentists may not refuse to treat you because you have HIV or AIDS. This is true even if you are currently using drugs illegally.
- Colleges and job training programs may not turn you away or treat you differently from other participants because you have HIV, AIDS, or are in recovery from a substance use disorder. This includes programs to train medical assistants. They also must provide reasonable accommodations that you need to participate.

To file a complaint for this type of discrimination, call:

- New York State Division of Human Rights (888-392-3644)
- New York City Commission on Human Rights (212-306-7450)
- New York State Attorney General's Office (800-771-7755)
- U.S. Department of Justice (800-514-0301)



Government agencies and programs. Jails, prisons, courts, child welfare programs, public assistance, Medicaid, job training programs, and every other type of government program or activity may not discriminate against people with disabilities. Example: Judges, probation, parole, and child welfare agencies may not require you to get off medication for opioid use disorder (methadone, buprenorphine, naltrexone) if you meet other requirements for child custody, probation, drug court, etc. For more information, read LAC's [MAT Advocacy Toolkit](#) (listed at the end).

To file a complaint against a government agency, contact the federal agency that funds, operates, or regulates the program. The ADA Information Line, (800) 514-0301, can help you find the right agency. You can also file a complaint with the U.S. Department of Health and Human Services, Office of Civil Rights, here: <https://ocrportal.hhs.gov/ocr/smartscreen/main.jsf>.

Can you be denied life insurance because you are living with HIV or AIDS?

Yes. It is legal for insurers to require an HIV test and deny you life insurance if you are living with HIV. But you sometimes can get life insurance through your employer. You also can get it through some insurance companies, though these policies are expensive.

Can you be denied health insurance because you have HIV or a substance use disorder?

No. It is illegal to deny you health insurance because of your HIV status, substance use disorder, or any other pre-existing condition. This is true whether you buy the insurance on your own or get it through work. It is also illegal to charge you more for insurance because of your HIV status or substance use disorder.

What can you do if your insurance company will not pay for substance use disorder care?

Insurance companies who do not pay for your substance use disorder treatment may be violating a number of laws. This includes "parity" laws, which require insurance plans that cover substance use disorder and mental health care to cover it equally with coverage for medical conditions.

CRIMINAL RECORDS

Are people with criminal records protected from discrimination in anything besides employment, occupational licensing, and housing?

No. The anti-discrimination protections only apply to employers, occupational licensing agencies, and to a limited extent, housing.

More Information

For more information, visit the Legal Action Center's website at www.lac.org. Click "Need Legal Help?" to read about LAC's work and services, or visit <https://www.lac.org/legal-help>.

Also check out "Resources" for free publications, webinars, and more, including those listed below. Many are available in Spanish. You can find these resources here: <https://www.lac.org/resources>.

On LAC's "Resources" page, you can find the following:

HIV and AIDS

- [*To Disclose or Not to Disclose: Seven Things to Know About Medical Forms and HIV*](#)
- [*HIV Confidentiality*](#)
- [*HIV/AIDS: Testing, Confidentiality & Discrimination. What you need to know about New York Law*](#)

SUBSTANCE USE DISORDERS

- [*MAT Advocacy Toolkit*](#)
- [*Know Your Rights: Are You in Recovery from Alcohol or Drug Problems?*](#)
- [*Health Insurance for Addiction & Mental Health Care: A Guide to the Federal Parity Law*](#)

CRIMINAL RECORDS

- [*Your New York State RAP Sheet: A Guide to Getting, Understanding, & Correcting Your Criminal Record*](#)
- [*Lowering Criminal Record Barriers: Certificates of Relief/Good Conduct and Record Sealing*](#)
- [*Criminal Records and Employment: Protecting Yourself from Discrimination*](#)
- [*How to Gather Evidence of Rehabilitation*](#)
- [*Sample Letter for Individuals in NY to use when They've Been Denied a Job Due to a Criminal Record \(Article 23A – Section 754\)*](#)

You can call the Legal Action Center at (212) 243-1313.

If your question is about a criminal record, you may be told to call back at a later date because the Center has dedicated days for taking calls about criminal records.

If you have HIV or a substance use disorder and tell the receptionist, you may speak to someone earlier. Due to funding, the Center is able to answer those calls more frequently.

Remember: You have a better chance to recognize and address discrimination if you know your rights!

▲ RESTORING OPPORTUNITY ▲ FIGHTING DISCRIMINATION ▲ BUILDING HEALTH EQUITY
RESTORING OPPORTUNITY ▲ FIGHTING DISCRIMINATION ▲ BUILDING HEALTH EQUITY ▲ REST
DISCRIMINATION ▲ BUILDING HEALTH EQUITY ▲ RESTORING OPPORTUNITY ▲ FIGHTING DISC
G HEALTH EQUITY ▲ RESTORING OPPORTUNITY ▲ FIGHTING DISCRIMINATION ▲ BUILD
STORING OPPORTUNITY ▲ FIGHTING DISCRIMINATION ▲ BUILDING HEALTH EQUITY ▲ R
RESTORING OPPORTUNITY ▲ FIGHTING DISCRIMINATION ▲ BUILDING HEALTH EQUITY ▲ REST
ON ▲ BUILDING HEALTH EQUITY ▲ RESTORING OPPORTUNITY ▲ FIGHTING DISCRIMINATI
UNITY ▲ FIGHTING DISCRIMINATION ▲ BUILDING HEALTH DISCRIMINATION ▲ FIGHTING
ING DISCRIMINATION ▲ BUILDING HEALTH EQUITY ▲ RESTORING OPPORTUNITY ▲ DISC
RIMINATION ▲ BUILDING HEALTH EQUITY ▲ RESTORING OPPORTUNITY ▲ FIGHTING EQU
▲ RESTORING OPPORTUNITY ▲ FIGHTING DISCRIMINATION ▲ BUILDING HEALTH OPPOR

The Legal Action Center (LAC) uses legal and policy strategies to fight discrimination, build health equity, and restore opportunity for people with criminal records, substance use disorders, and HIV or AIDS.

This publication was made possible through the generous support of the New York State Department of Health, AIDS Institute, and the New York City Council.

NOT LEGAL ADVICE

This publication contains general information. It is not legal advice for your specific situation.

REPRODUCTION AND DISTRIBUTION

LAC intends this document to serve as a resource to as many people as possible. To learn LAC's criteria for reproduction and redistribution, please visit

<https://www.lac.org/page/reproduction-distribution>



225 Varick Street, New York, NY 10014
www.lac.org
(212) 243-1313