



**THE NASSAU COUNTY LEGISLATURE  
OFFICE OF LEGISLATIVE BUDGET REVIEW  
MAURICE CHALMERS, DIRECTOR  
FISCAL IMPACT STATEMENT**

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**TITLE:** A Local Law to amend the Nassau County Administrative Code in relation to amending the Nassau County Human Rights Law to preclude discrimination against veterans.

**SUMMARY OF LEGISLATION:**

The Commission on Human Rights strives to foster mutual understanding, and respect, and encourages equality of treatment and prevent discrimination in Nassau County. This proposed Local Law expands the functions of the office to include veteran status. To complete its mission, the Commission has the power to enlist the cooperation of those compromising diversity among discriminated groups such as veterans, in programs and campaigns devoted to eliminating group prejudice, intolerance, bigotry, and discrimination.

This proposed law also amends the Open Housing Title of the Human Rights Law. Currently, veterans who are disabled have protections against housing discrimination under the Americans With Disabilities Act. However, veteran status itself is not a protected class. This proposed Local Law amends the County Administrative Code to ensure that veterans, whether on active duty or not, are a protected class under the open housing provisions Nassau County Human Rights Law. This provides veterans, active service military members, and their families the ability to challenge discrimination in housing at the local level through the Nassau County Commission on Human Rights. Also, it allows aggrieved veterans to have an avenue to obtain relief when their rights are violated.

In addition, veterans will receive protection from unlawful discriminatory practices from an employer, labor organization, employment agency, or any joint labor-management committee controlling apprentice programs. This includes refusing to hire, employ, or to bar an individual from employment due to veteran status. Furthermore, an employment agency can't discriminate against an individual in receiving, classifying, disposing or acting upon applications for its services; or in referring an applicant to an employer because of a perceived veteran status. Printing or circulating any statement, advertisement, or publication which expresses, directly or indirectly, perceived discrimination is also unlawful. Lastly, it is considered unlawful discriminatory practice for any owner, lessee, proprietor, manager, superintendent, agent or employee of any place of public accommodation, resort or amusement to deny such accommodations or privileges because of perceived veteran status.

**EFFECTIVE DATE:**

This Local Law shall take effect immediately after enactment.

**FISCAL IMPACT:**

The proposed law is not expected to have any fiscal impact.

**ECONOMIC IMPACT:**

The proposed law is not expected to have any significant economic impact on the local economy.

**PREPARED BY:** Lamartine Pierre Jr., Legislative Budget Analyst

**SOURCES:**

Commission on Human Rights

Majority Counsel

Minority Counsel