



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

Council Home    Legislation    Calendar    City Council    Committees

RSS    Alerts

Details    Reports

File #:	Int 0612-2018	Version: <input type="text" value="A"/>	Name:	Stop Sexual Harassment in NYC Act - Anti-sexual harassment trainings at city agencies.
Type:	Introduction		Status:	Enacted (Mayor's Desk for Signature)
			Committee:	<a href="#">Committee on Women</a>
On agenda:	3/7/2018			
Enactment date:			Law number:	
Title:	A Local Law to amend the New York city charter, in relation to anti-sexual harassment trainings at city agencies			
Sponsors:	<a href="#">Corey D. Johnson</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Antonio Reynoso</a> , <a href="#">Brad S. Lander</a> , <a href="#">Diana Ayala</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Carlina Rivera</a> , <a href="#">Karen Koslowitz</a>			
Council Member Sponsors:	13			
Summary:	This bill would mandate that all city agencies conduct annual anti-sexual harassment training for all employees, including supervisors and managerial employees of such agency.			
Attachments:	1. <a href="#">Summary of Int. No. 612-A</a> , 2. <a href="#">Summary of Int. No. 612</a> , 3. <a href="#">Int. No. 612</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 612-A - 4/9/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 11. <a href="#">Int. No. 612-A (FINAL)</a> , 12. <a href="#">Fiscal Impact Statement</a>			

History (12)    Text

## Int. No. 612-A

By The Speaker (Council Member Johnson) and Council Members Rose, Rosenthal, Chin, Powers, Constantinides, Reynoso, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

A Local Law to amend the New York city charter, in relation to anti-sexual harassment trainings at city agencies

Be it enacted by the Council as follows:

Section 1. Chapter 35 of the New York city charter is amended by adding a new section 815.1 to read as follows:

§815.1. Anti-sexual harassment training. a. Definitions. For purposes of this section, the following terms have the following meanings:

Agency. The term “agency” has the same meaning as such term is defined in section 1150 and shall include the offices of the borough presidents, the comptroller and the public advocate.

Interactive training. The term “interactive training” means participatory teaching whereby the trainee is engaged in a trainer-trainee interaction, use of audio-visuals, computer or online training program or other participatory demonstrations as determined by the commission. However, such “interactive training” is not required to be live or facilitated by an in-person instructor in order to satisfy the provisions of this subdivision.

b. All personnel. The head of each agency, in consultation with the department, shall ensure that each employee of such agency receives anti-sexual harassment interactive training annually. Such training shall be designed to create an environment that is free from sexual harassment, to discourage the development of sexual harassment, to raise awareness and sensitivity of employees to potential sexual harassment and to enable employees to prevent and respond to sexual harassment. Such training shall include the specific responsibilities of supervisory and managerial employees in the prevention of sexual harassment and retaliation, and measures that such employees may take to appropriately address sexual harassment complaints. Such training may be included as a part of a broader anti-discrimination training and shall include but not be limited to the following:

1. An explanation of sexual harassment as a form of unlawful discrimination under local law;
2. A statement that sexual harassment is a form of unlawful discrimination under federal and state law;
3. A description of what sexual harassment is;
4. The internal complaint process available to employees within such agency;
5. The complaint process available through the commission on human rights, the division of human

rights and the United States equal employment opportunity commission, including contact information;

6. The prohibition of retaliation, pursuant to federal, state and local law and the internal complaint process, and examples thereof; and

7. Information concerning bystander intervention, including but not limited to any resources that explain how to engage in bystander intervention.

c. For purposes of this section the term “employee” shall apply to interns.

d. Compliance. 1. The department of citywide administrative services shall maintain a record of all trainings required pursuant to this section for at least three years. On or before January 31 of each year the department of citywide administrative services shall report to the mayor and the speaker the results of agency compliance with the requirements of this section.

2. The training required pursuant to this section is intended to establish a minimum threshold and does not prohibit any agency from providing more frequent or additional anti-sexual harassment training.

§ 2. This local law takes effect 120 days after it becomes law.

ACK / MMB  
LS # 5327  
4/9/2018 8:04am



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

<b>File #:</b>	Int 0613-2018	<b>Version:</b> <input style="border: 1px solid #ccc; padding: 2px 5px;" type="button" value="A"/>	<b>Name:</b>	Stop Sexual Harassment in NYC Act - Assessing on workplace risk factors associated with sexual harassment within city agencies.
<b>Type:</b>	Introduction	<b>Status:</b>	Enacted (Mayor's Desk for Signature)	
<b>On agenda:</b>	3/7/2018	<b>Committee:</b>	<a href="#">Committee on Women</a>	
<b>Enactment date:</b>	<b>Law number:</b>			
<b>Title:</b>	A Local Law in relation to assessing workplace risk factors associated with sexual harassment within city agencies			
<b>Sponsors:</b>	<a href="#">Adrienne E. Adams</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Antonio Reynoso</a> , <a href="#">Brad S. Lander</a> , <a href="#">Diana Ayala</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Carlina Rivera</a> , <a href="#">Karen Koslowitz</a>			
<b>Council Member Sponsors:</b>	12			
<b>Summary:</b>	This bill would require the New York City Department of Citywide Administrative Services (DCAS) to conduct an ongoing assessment of risk factors associated with sexual harassment at such agency in order to help provide a fair and safe work environment for all city workers. These risk factors were developed by the U.S. Equal Employment Opportunity Commission Select Task Force on the Study of Harassment in the Workplace. The assessment shall be submitted to DCAS for periodic review. This local law would be deemed repealed on January 31, 2022.			
<b>Indexes:</b>	Sunset Date Applies			
<b>Attachments:</b>	1. <a href="#">Summary of Int. No. 613-A</a> , 2. <a href="#">Summary of Int. No. 613</a> , 3. <a href="#">Int. No. 613</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 613-A - 4/6/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 11. <a href="#">Int. No. 613-A (FINAL)</a> , 12. <a href="#">Fiscal Impact Statement</a>			
<b>History (12)</b>	<a href="#">Text</a>			

## Int. No. 613-A

By Council Members Adams, Rose, Rosenthal, Chin, Powers, Constantinides, Reynoso, Lander, Ayala, Miller, Rivera and Koslowitz

A Local Law in relation to assessing workplace risk factors associated with sexual harassment within city agencies

Be it enacted by the Council as follows:

Section 1. Sexual harassment workplace risk factors report. a. Definitions. For purposes of this local law, the term “agency” has the same meaning as such term is defined in section 1150 of the New York city charter and shall include the offices of the borough presidents, the comptroller and the public advocate.

b. Every agency shall conduct an ongoing assessment of risk factors associated with sexual harassment at such agency in order to help provide a fair and safe work environment for all city workers. Each agency shall submit its ongoing assessment of risk factors to the department of citywide administrative services for periodic review. Such ongoing assessment of risk factors is intended to assist the department of citywide administrative services and each agency to develop responsive strategies to combat sexual harassment.

c. The risk factors to be assessed may include, but need not be limited to, the following:

(a) Homogenous workforce, such as work environments with low diversity with respect to age, ethnicity, gender, race, or sex;

(b) Language differences in the workplace;

(c) Workplaces with significant power disparities such as workplaces where employees hold positions usually subject to the direction of others;

(d) Isolated workplaces such as workplaces where employees work alone or have few opportunities to interact with others; and

(e) Decentralized workplaces such as workplaces that are geographically dispersed.

d. The assessments required pursuant to this section shall be submitted to the department of citywide administrative services for periodic review.

§ 2. This local law takes effect immediately and shall be deemed repealed on January 31, 2022.

MMB / ACK

LS # 5324

4/2/2018 10:24pm



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

Council Home    Legislation    Calendar    City Council    Committees

RSS    Alerts

Details    Reports

<p><b>File #:</b> Int 0614-2018    <b>Version:</b> <input type="button" value="A"/> ↕</p> <p><b>Type:</b> Introduction</p> <p><b>On agenda:</b> 3/7/2018</p> <p><b>Enactment date:</b></p> <p><b>Title:</b> A Local Law to amend the administrative code of the city of New York, in relation to requiring information about sexual harassment to be made available online for public access</p> <p><b>Sponsors:</b> <a href="#">Alicka Ampry-Samuel</a>, <a href="#">Deborah L. Rose</a>, <a href="#">Helen K. Rosenthal</a>, <a href="#">Margaret S. Chin</a>, <a href="#">Vanessa L. Gibson</a>, <a href="#">Keith Powers</a>, <a href="#">Costa G. Constantinides</a>, <a href="#">Antonio Reynoso</a>, <a href="#">Ben Kallos</a>, <a href="#">Adrienne E. Adams</a>, <a href="#">Mathieu Eugene</a>, <a href="#">Brad S. Lander</a>, <a href="#">I. Daneek Miller</a>, <a href="#">Carlina Rivera</a>, <a href="#">Diana Ayala</a>, <a href="#">Karen Koslowitz</a></p> <p><b>Council Member Sponsors:</b> 16</p> <p><b>Summary:</b> This bill would require the New York City Commission on Human Rights to conspicuously post on their website online resources about sexual harassment.</p> <p><b>Attachments:</b> 1. <a href="#">Summary of Int. No. 614-A</a>, 2. <a href="#">Summary of Int. No. 614</a>, 3. <a href="#">Int. No. 614</a>, 4. <a href="#">Committee Report 2/28/18</a>, 5. <a href="#">Hearing Testimony 2/28/18</a>, 6. <a href="#">Hearing Transcript 2/28/18</a>, 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a>, 8. <a href="#">Proposed Int. No. 614-A - 4/4/18</a>, 9. <a href="#">Committee Report 4/9/18</a>, 10. <a href="#">Hearing Testimony 4/9/18</a>, 11. <a href="#">Committee Report - Stated Meeting</a>, 12. <a href="#">Fiscal Impact Statement</a>, 13. <a href="#">April 11, 2018 - Stated Meeting Agenda</a>, 14. <a href="#">Int. No. 614-A (FINAL)</a></p>	<p><b>Name:</b> Stop Sexual Harassment in NYC Act - Requiring information about sexual harassment to be made available online for public access.</p> <p><b>Status:</b> Enacted (Mayor's Desk for Signature)</p> <p><b>Committee:</b> <a href="#">Committee on Civil and Human Rights</a></p> <p><b>Law number:</b></p>
--	--

History (12)    Text

## Int. No. 614-A

By Council Members Ampry-Samuel, Rose, Rosenthal, Chin, Gibson, Powers, Constantinides, Reynoso, Kallos, Adams, Eugene, Lander, Miller, Rivera, Ayala and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to requiring information about sexual harassment to be made available online for public access

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 8 of the administrative code of the city of New York is amended by adding a new section 8-132 to read as follows:

§ 8-132 Sexual harassment information. a. The commission shall post conspicuously on the commission's website online resources about sexual harassment, including but not limited to:

1. Information that sets forth in simple and understandable terms:

(a) An explanation that sexual harassment is a form of unlawful discrimination under local law;

(b) Specific descriptions and examples of activities which may be sexual harassment;

(c) A description of the commission's complaint process, and how to contact the commission;

(d) A list of alternate and additional government agencies for filing complaints about sexual harassment, and the websites for such agencies, to the extent available;

(e) An explanation that retaliation, including but not limited to retaliation for complaints concerning allegations of sexual harassment, is prohibited by subdivision 7 of section 8-107, and examples of activities which may be retaliation for such complaints; and

(f) Bystander intervention education and the importance of taking action to prevent workplace sexual harassment.

2. An interactive tool describing each step of the complaint process available through the commission, from when a complaint is filed to when a determination is made on such complaint.

§ 2. This local law takes effect 90 days after it becomes law.

ACK  
LS #5325  
4/3/2018 5:29pm



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

<b>File #:</b>	Int 0630-2018	<b>Version:</b> <input type="text" value="A"/>	<b>Name:</b>	Stop Sexual Harassment in NYC Act - Creating an anti-sexual harassment rights and responsibilities poster.
<b>Type:</b>	Introduction	<b>Status:</b>	Enacted (Mayor's Desk for Signature)	
<b>On agenda:</b>	3/7/2018	<b>Committee:</b>	<a href="#">Committee on Women</a>	
<b>Enactment date:</b>	<b>Law number:</b>			
<b>Title:</b>	A Local Law to amend the administrative code of the city of New York, in relation to creating an anti-sexual harassment rights and responsibilities poster			
<b>Sponsors:</b>	<a href="#">Robert E. Cornegy, Jr.</a> , <a href="#">Laurie A. Cumbo</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Vanessa L. Gibson</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Brad S. Lander</a> , <a href="#">Diana Ayala</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Carlina Rivera</a> , <a href="#">Karen Koslowitz</a>			
<b>Council Member Sponsors:</b>	14			
<b>Summary:</b>	This bill would require the New York City Commission on Human Rights to design an anti-sexual harassment rights and responsibilities poster. All employers in New York City would be required to display such poster in a conspicuous location where employees gather. The poster would be made available online for employer reproduction. The bill would also require an information sheet on sexual harassment be distributed to employees at time of hire.			
<b>Indexes:</b>	Agency Rule-making Required			
<b>Attachments:</b>	1. <a href="#">Summary of Int. No. 630-A</a> , 2. <a href="#">Summary of Int. No. 630</a> , 3. <a href="#">Int. No. 630</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 630-A - 4/4/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 11. <a href="#">Int. No. 630-A (FINAL)</a> , 12. <a href="#">Fiscal Impact Statement</a>			

[History \(12\)](#)   [Text](#)

## Int. No. 630-A

By Council Members Cornegy, Cumbo, Rose, Rosenthal, Chin, Gibson, Powers, Constantinides, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to creating an anti-sexual



harassment rights and responsibilities poster

Be it enacted by the Council as follows:

Section 1. Section 8-107 of the administrative code of the city of New York is amended by adding a new subdivision 29 to read as follows:

29. Anti-sexual harassment rights and responsibilities; poster. (a) Every employer must conspicuously display an anti-sexual harassment rights and responsibilities poster designed by the commission, in employee breakrooms or other common areas employees gather. Every employer at a minimum shall display such poster in English and in Spanish.

(b) The commission shall create a poster that sets forth in simple and understandable terms the following minimum requirements:

(1) An explanation of sexual harassment as a form of unlawful discrimination under local law;

(2) A statement that sexual harassment is also a form of unlawful discrimination under state and federal law;

(3) A description of sexual harassment, using examples;

(4) The complaint process available through, and directions on how to contact, the commission;

(5) The complaint process available through, and directions on how to contact, the state division of human rights;

(6) The complaint process available through, and directions on how to contact, the United States equal employment opportunity commission; and

(7) The prohibition against retaliation, pursuant to subdivision 7 of section 8-107.

(c) The size and style of the poster shall be at least 8 1/2 by 14 inches with a minimum 12 point type. Such poster shall be made available in English and Spanish and any other language deemed appropriate by the commission, however, any such poster shall only contain one language.

(d) Any poster required pursuant to this section shall be made available on the commission's website for employers to download for legible color reproduction in English, Spanish and any other language deemed appropriate by the commission.

(e) The commission shall develop an information sheet on sexual harassment that employers shall distribute to individual employees at the time of hire. Such information sheet may be included in an employee handbook. Such information sheet shall contain, at a minimum, the same elements of paragraph (b) of this subdivision. The information sheet shall be made available in English and Spanish and any other language deemed appropriate by the commission.

§ 2. This local law takes effect 120 days after it becomes law; provided, however that the commission on human rights shall take all actions necessary for its implementation, including the promulgation of rules, before such date.

MMB / ACK

LS # 4988 and LS # 5089

4/3/2018 9:51pm



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

**File #:** Int 0632-2018   **Version:**    **Name:** Stop Sexual Harassment in NYC Act - Mandating anti-sexual harassment training for private employers.

**Type:** Introduction   **Status:** Enacted (Mayor's Desk for Signature)

**Committee:** [Committee on Women](#)

**On agenda:** 3/7/2018

**Enactment date:**   **Law number:**

**Title:** A Local Law to amend the administrative code of the city of New York, in relation to mandating anti-sexual harassment training for private employers

**Sponsors:** [Laurie A. Cumbo](#), [The Public Advocate \(Ms. James\)](#), [Deborah L. Rose](#), [Helen K. Rosenthal](#), [Margaret S. Chin](#), [Vanessa L. Gibson](#), [Keith Powers](#), [Costa G. Constantinides](#), [Brad S. Lander](#), [Diana Ayala](#), [I. Daneek Miller](#), [Adrienne E. Adams](#), [Carlina Rivera](#), [Karen Koslowitz](#)

**Council Member Sponsors:** 14

**Summary:** This bill would mandate that all private employers with 15 or more employees conduct annual anti-sexual harassment training for all employees, including supervisors and managerial employees of such employer. The New York City Commission on Human Rights, in order to help employers meet this mandate, would also be responsible for creating an online interactive training module to be posted on their website for access by employers. An employee who has received anti-sexual harassment training at one employer within the required training cycle shall not be required to receive additional anti-sexual harassment training at another employer until the next cycle.

**Attachments:** 1. [Summary of Int. No. 632-A](#), 2. [Summary of Int. No. 632](#), 3. [Int. No. 632](#), 4. [Committee Report 2/28/18](#), 5. [Hearing Testimony 2/28/18](#), 6. [Hearing Transcript 2/28/18](#), 7. [March 7, 2018 - Stated Meeting Agenda](#), 8. [Proposed Int. No. 632-A - 4/4/18](#), 9. [Committee Report 4/9/18](#), 10. [April 11, 2018 - Stated Meeting Agenda](#), 11. [Int. No. 632-A \(FINAL\)](#), 12. [Fiscal Impact Statement](#)

[History \(12\)](#)   [Text](#)

## Int. No. 632-A

By Council Members Cumbo, The Public Advocate (Ms. James), Rose, Rosenthal, Chin, Gibson, Powers, Constantinides, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to mandating anti-sexual harassment training for private employers

Be it enacted by the Council as follows:

Section 1. Section 8-107 of the administrative code of the city of New York is amended by adding a new subdivision 30 to read as follows:

30. Anti-sexual harassment training. (a) Definitions. For purposes of this subdivision, the following terms have the following meanings:

Interactive training. The term “interactive training” means participatory teaching whereby the trainee is engaged in a trainer-trainee interaction, use of audio-visuals, computer or online training program or other participatory forms of training as determined by the commission. However, such “interactive training” is not required to be live or facilitated by an in-person instructor in order to satisfy the provisions of this subdivision.

(b) Training. Employers with 15 or more employees shall annually conduct an anti-sexual harassment interactive training for all employees, including supervisory and managerial employees, of such employer employed within the city of New York. Such training shall be required after 90 days of initial hire for employees who work more than 80 hours in a calendar year who perform work on a full-time or part-time basis. Such training shall include, but need not be limited to, the following:

(1) An explanation of sexual harassment as a form of unlawful discrimination under local law;

(2) A statement that sexual harassment is also a form of unlawful discrimination under state and federal law;

(3) A description of what sexual harassment is, using examples;

(4) Any internal complaint process available to employees through their employer to address sexual harassment claims;

(5) The complaint process available through the commission, the division of human rights and the United States equal employment opportunity commission, including contact information;

(6) The prohibition of retaliation, pursuant to subdivision 7 of section 8-107, and examples thereof;

and

(7) Information concerning bystander intervention, including but not limited to any resources that explain how to engage in bystander intervention.

(8) The specific responsibilities of supervisory and managerial employees in the prevention of sexual harassment and retaliation, and measures that such employees may take to appropriately address sexual harassment complaints.

(c) Compliance. (1) Employers shall keep a record of all trainings, including a signed employee acknowledgement. Such acknowledgment may be electronic.

(2) Employers shall maintain such records for at least three years and such records must be made available for commission inspection upon request.

(3) The commission shall develop an online interactive training module that may be used by an employer as an option to satisfy the requirements of paragraph (b) of this subdivision, provided that an employer shall inform all employees of any internal complaint process available to employees through their employer to address sexual harassment claims. Such training module shall be made publicly available at no cost on the commission's website. Such training module shall allow for the electronic provision of certification each time any such module is accessed and completed. The commission shall update such modules as needed.

(4) The training required by this subdivision is intended to establish a minimum threshold and shall not be construed to prohibit any private employer from providing more frequent or additional anti-sexual harassment training.

(d) For purposes of this subdivision the term "employer" shall not apply to (i) the United States government; (ii) the state of New York, including any office, department, independent agency, authority, institution, association, society or other body of the state including the legislature and the judiciary; or (iii) the city of New York or any local government, municipality or county or any entity governed by section 92 of the general municipal law or section 207 of the county law.

(e) For purposes of this subdivision the term "employee" shall apply to interns.

(f) An employee who has received anti-sexual harassment training at one employer within the required training cycle shall not be required to receive additional anti-sexual harassment training at another employer until the next cycle.

(g) An employer that is subject to training requirements in multiple jurisdictions may assert that it is compliant with this subdivision provided that each provision in subparagraph b of this subdivision is fulfilled in an anti-sexual harassment training that such employer makes available to its employees on an annual basis and shall be allowed to provide proof of compliance.

§ 2. This local law takes effect April 1, 2019.

MMB / ACK

LS # 5326; LS # 5086 and LS # 4679

4/3/2018 9:51 p.m.



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

Council Home    Legislation    Calendar    City Council    Committees

RSS    Alerts

Details    Reports

File #:	Int 0653-2018	Version: <input type="text" value="A"/>	Name:	Stop Sexual Harassment in NYC Act - Mandating annual reporting on workplace sexual harassment within city agencies.
Type:	Introduction	Status:	Enacted (Mayor's Desk for Signature)	
On agenda:	3/7/2018	Committee:	<a href="#">Committee on Women</a>	
Enactment date:	Law number:			
Title:	A Local Law to amend the administrative code of the city of New York, in relation to mandating annual reporting on workplace sexual harassment within city agencies			
Sponsors:	<a href="#">Mark Levine</a> , <a href="#">Jumaane D. Williams</a> , <a href="#">Ritchie J. Torres</a> , <a href="#">Fernando Cabrera</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Vanessa L. Gibson</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Antonio Reynoso</a> , <a href="#">Brad S. Lander</a> , <a href="#">Diana Ayala</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Carlina Rivera</a> , <a href="#">Karen Koslowitz</a>			
Council Member Sponsors:	17			
Summary:	This bill would mandate annual reporting on workplace sexual harassment incidents within city agencies. The administering agency would be the Department of Citywide Administrative Services. A report is due to the mayor, council, commission on human rights and the commission would be required to post it to its website.			
Indexes:	Report Required			
Attachments:	1. <a href="#">Summary of Int. No. 653-A</a> , 2. <a href="#">Summary of Int. No. 653</a> , 3. <a href="#">Int. No. 653</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 653-A - 4/4/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 11. <a href="#">Fiscal Impact Statement</a> , 12. <a href="#">Int. No. 653-A (FINAL)</a>			

History (12)    Text

## Int. No. 653-A

By Council Members Levine, Williams, Torres, Cabrera, Rose, Rosenthal, Chin, Gibson, Powers, Constantinides, Reynoso, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to mandating annual

reporting on workplace sexual harassment within city agencies

Be it enacted by the Council as follows:

Section 1. Subchapter 1 of chapter 1 of title 3 of the administrative code of the city of New York is amended by adding a new section 3-119.2 to read as follows:

§ 3-119.2 Annual reporting on workplace sexual harassment. a. Definitions. For purposes of this section, the following terms have the following meanings:

Agency. The term “agency” has the same meaning as such term is defined in section 1150 of the charter and shall include the offices of the borough presidents, the comptroller and the public advocate.

Department. The term “department” means the department of citywide administrative services.

Reporting individual. The term “reporting individual” means a city job or internship applicant, or a current or former employee, intern, independent contractor or volunteer who brings forth a report of workplace sexual harassment.

Respondent. The term “respondent” means a city job or internship applicant, or a current or former employee, intern, independent contractor or volunteer accused of workplace sexual harassment who has entered into the agency’s official complaint process.

b. Each agency shall report to the department complaints of workplace sexual harassment annually. The department shall annually compile complaints of workplace sexual harassment within each agency for the preceding fiscal year and shall annually submit by December 31 to the mayor, the council and commission on human rights, which shall post it on its website, a report containing the following information:

1. The number of such complaints that were filed;
2. Of those complaints in paragraph 1 of this subdivision, the number of complaints resolved;
3. Of those complaints in paragraph 2 of this subdivision, the number of complaints substantiated;
4. Of those complaints in paragraph 2 of this subdivision, the number of complaints not substantiated; and
5. The number of complaints in the agency’s official discrimination claim process that were closed



because the complaint was withdrawn by the reporting individual prior to a final determination.

c. The information required pursuant to subdivision b of this section shall be disaggregated by agency, except that agencies with 10 employees or less shall be aggregated together.

d. No report required pursuant to subdivision b of this section shall contain personally identifiable information. If any category requested contains between 0 and 5 incidents of sexual harassment claims, the number shall be replaced with a symbol.

§ 2. This law takes effect 180 days after it becomes law.

MMB / ACK

LS # 5024; LS #5059; LS # 5283; LS # 5287 and LS # 5772

4/3/2018 9:50pm



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

<b>File #:</b>	Int 0657-2018	<b>Version:</b> <input type="text" value="A"/>	<b>Name:</b>	Stop Sexual Harassment in NYC Act - Expanding sexual harassment protections to all employees.
<b>Type:</b>	Introduction		<b>Status:</b>	Enacted (Mayor's Desk for Signature)
			<b>Committee:</b>	<a href="#">Committee on Civil and Human Rights</a>
<b>On agenda:</b>	3/7/2018			
<b>Enactment date:</b>			<b>Law number:</b>	
<b>Title:</b>	A Local Law to amend the administrative code of the city of New York, in relation to expanding sexual harassment protections to all employees			
<b>Sponsors:</b>	<a href="#">Keith Powers</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Vanessa L. Gibson</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Antonio Reynoso</a> , <a href="#">Ben Kallos</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Mathieu Eugene</a> , <a href="#">Brad S. Lander</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Carlina Rivera</a> , <a href="#">Diana Ayala</a> , <a href="#">Alicka Ampry-Samuel</a> , <a href="#">Karen Koslowitz</a>			
<b>Council Member Sponsors:</b>	16			
<b>Summary:</b>	The provisions of the New York City Human Rights Law generally apply to employers with four or more employees. This bill would amend the New York City Human Rights Law, with regard specifically to sexual harassment, to apply to all employers, regardless of the number of employees.			
<b>Attachments:</b>	1. <a href="#">Summary of Int. No. 657-A</a> , 2. <a href="#">Summary of Int. No. 657</a> , 3. <a href="#">Int. No. 657</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 657-A - 4/4/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">Hearing Testimony 4/9/18</a> , 11. <a href="#">Committee Report - Stated Meeting</a> , 12. <a href="#">Fiscal Impact Statement</a> , 13. <a href="#">Int. No. 657-A (FINAL)</a> , 14. <a href="#">April 11, 2018 - Stated Meeting Agenda</a>			

[History \(12\)](#)   [Text](#)

## Int. No. 657-A

By Council Members Powers, Rose, Rosenthal, Chin, Gibson, Constantinides, Reynoso, Kallos, Adams, Eugene, Lander, Miller, Rivera, Ayala, Ampry-Samuel and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to expanding sexual harassment protections to all employees

Be it enacted by the Council as follows:

Section 1. Subdivision 5 of section 8-102 of the administrative code of the city of New York is amended to read as follows:

5. For purposes of subdivisions one, two, three, eleven-a, twenty-two, subparagraph one of paragraph a of subdivision twenty-one, and paragraph e of subdivision twenty-one of section 8-107 of this chapter, the term "employer" does not include any employer with fewer than four persons in his or her employ, provided, however, that in an action for unlawful discriminatory practice based on a claim of gender-based harassment pursuant to subdivision one of section 8-107, the term "employer" shall include any employer, including those with fewer than four persons in their employ. For purposes of this subdivision, natural persons employed as independent contractors to carry out work in furtherance of an employer's business enterprise who are not themselves employers shall be counted as persons in the employ of such employer.

§ 2. Section 8-102 of the administrative code of the city of New York, as added by local law number 63 for the year 2018, is amended to read as follows:

Employer. For purposes of subdivisions 1, 2, 3, 11-a, and 22, subparagraph 1 of paragraph a of subdivision 21, and paragraph e of subdivision 21 of section 8-107, the term "employer" does not include any employer with fewer than four persons in the employ of such employer, provided however, that in an action for unlawful discriminatory practice based on a claim of gender-based harassment pursuant to subdivision one of section 8-107, the term "employer" shall include any employer, including those with fewer than four persons in their employ. For purposes of this definition, natural persons employed as independent contractors to carry out work in furtherance of an employer's business enterprise who are not themselves employers shall be counted as persons in the employ of such employer.

§ 3. Section 1 of this local law takes effect immediately. Section 2 of this local law takes effect on the same effective date as section 3 of local law number 63 for the year 2018.

MMB / ACK  
LS # 5395  
3/30/2018 11:58am



# THE NEW YORK CITY COUNCIL

## Corey Johnson, Speaker

[Sign In](#)
[Council Home](#)
[Legislation](#)
[Calendar](#)
[City Council](#)
[Committees](#)
[RSS](#)
[Alerts](#)
[Details](#)
[Reports](#)

<b>File #:</b>	Int 0660-2018	<b>Version:</b>	<input type="text" value="A"/>	<b>Name:</b>	Stop Sexual Harassment in NYC Act - Making improvements to clarify and strengthen the human rights law as it relates to sexual harassment.
<b>Type:</b>	Introduction	<b>Status:</b>	Enacted (Mayor's Desk for Signature)		
<b>On agenda:</b>	3/7/2018	<b>Committee:</b>	<a href="#">Committee on Civil and Human Rights</a>		
<b>Enactment date:</b>		<b>Law number:</b>			
<b>Title:</b>	A Local Law to amend the administrative code of the city of New York, in relation to making improvements to clarify and strengthen the human rights law as it relates to sexual harassment				
<b>Sponsors:</b>	<a href="#">Carlina Rivera</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Vanessa L. Gibson</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Ben Kallos</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Mathieu Eugene</a> , <a href="#">Brad S. Lander</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Diana Ayala</a> , <a href="#">Alicka Ampry-Samuel</a> , <a href="#">Karen Koslowitz</a>				
<b>Council Member Sponsors:</b>	15				
<b>Summary:</b>	This bill would amend the policy statement of the New York City Human Rights Law to include sexual harassment as a form of discrimination that the New York City Commission on Human Rights shall have the power to eliminate and prevent.				
<b>Attachments:</b>	1. <a href="#">Summary of Int. No. 660-A</a> , 2. <a href="#">Summary of Int. No. 660</a> , 3. <a href="#">Int. No. 660</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 660-A - 4/4/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">Hearing Testimony 4/9/18</a> , 11. <a href="#">Committee Report - Stated Meeting</a> , 12. <a href="#">Fiscal Impact Statement</a> , 13. <a href="#">Int. No. 660-A (FINAL)</a> , 14. <a href="#">April 11, 2018 - Stated Meeting Agenda</a>				

[History \(12\)](#)
[Text](#)

### Int. No. 660-A

By Council Members Rivera, Rose, Rosenthal, Chin, Gibson, Powers, Constantinides, Kallos, Adams, Eugene, Lander, Miller, Ayala, Ampry-Samuel and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to making improvements to clarify and strengthen the human rights law as it relates to sexual harassment

Be it enacted by the Council as follows:

Section 1. Section 8-101 of the administrative code of the city of New York, as amended by local law number 119 for the year 2017, is amended to read as follows:

In the city of New York, with its great cosmopolitan population, there is no greater danger to the health, morals, safety and welfare of the city and its inhabitants than the existence of groups prejudiced against one another and antagonistic to each other because of their actual or perceived differences, including those based on race, color, creed, age, national origin, alienage or citizenship status, gender, sexual orientation, disability, marital status, partnership status, caregiver status, uniformed service, any lawful source of income, status as a victim of domestic violence or status as a victim of sex offenses or stalking, whether children are, may be or would be residing with a person or conviction or arrest record. The council hereby finds and declares that prejudice, intolerance, bigotry, and discrimination, bias-related violence or harassment and disorder occasioned thereby threaten the rights and proper privileges of its inhabitants and menace the institutions and foundation of a free democratic state. The council further finds and declares that gender-based harassment threatens the terms, conditions and privileges of employment. A city agency is hereby created with power to eliminate and prevent discrimination from playing any role in actions relating to employment, public accommodations, and housing and other real estate, and to take other actions against prejudice, intolerance, bigotry, discrimination, sexual harassment and bias-related violence or harassment as herein provided; and the commission established hereunder is hereby given general jurisdiction and power for such purposes.

§ 2. This local law takes effect immediately.

MMB / ACK  
LS # 5796  
3/31/2018 9:25am



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

<b>File #:</b>	Int 0663-2018	<b>Version:</b> <input style="border: 1px solid #ccc; padding: 2px 5px;" type="button" value="A"/>	<b>Name:</b>	Stop Sexual Harassment in NYC Act - Statute of limitations for filing certain harassment claims arising under the city human rights law.
<b>Type:</b>	Introduction		<b>Status:</b>	Enacted (Mayor's Desk for Signature)
			<b>Committee:</b>	<a href="#">Committee on Civil and Human Rights</a>
<b>On agenda:</b>	3/7/2018			
<b>Enactment date:</b>			<b>Law number:</b>	
<b>Title:</b>	A Local Law to amend the administrative code of the city of New York, in relation to the statute of limitations for filing certain harassment claims arising under the city human rights law			
<b>Sponsors:</b>	<a href="#">Helen K. Rosenthal</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Antonio Reynoso</a> , <a href="#">Ben Kallos</a> , <a href="#">Mathieu Eugene</a> , <a href="#">Brad S. Lander</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Carlina Rivera</a> , <a href="#">Diana Ayala</a> , <a href="#">Alicka Ampry-Samuel</a> , <a href="#">Karen Koslowitz</a>			
<b>Council Member Sponsors:</b>	15			
<b>Summary:</b>	This bill would extend the statute of limitations for filing gender-based harassment claims under the city human rights law from one year to three years.			
<b>Attachments:</b>	1. <a href="#">Summary of Int. No. 663-A</a> , 2. <a href="#">Summary of Int. No. 663</a> , 3. <a href="#">Int. No. 663</a> , 4. <a href="#">Committee Report 2/28/18</a> , 5. <a href="#">Hearing Testimony 2/28/18</a> , 6. <a href="#">Hearing Transcript 2/28/18</a> , 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 8. <a href="#">Proposed Int. No. 663-A - 4/4/18</a> , 9. <a href="#">Committee Report 4/9/18</a> , 10. <a href="#">Hearing Testimony 4/9/18</a> , 11. <a href="#">Committee Report - Stated Meeting</a> , 12. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 13. <a href="#">Int. No. 663-A (FINAL)</a> , 14. <a href="#">Fiscal Impact Statement</a>			

[History \(12\)](#)   [Text](#)

## Int. No. 663-A

By Council Members Rosenthal, Rose, Adams, Chin, Powers, Constantinides, Reynoso, Kallos, Eugene, Lander, Miller, Rivera, Ayala, Ampry-Samuel and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to the statute of limitations for filing certain harassment claims arising under the city human rights law

Be it enacted by the Council as follows:

Section 1. Subdivision (e) of section 8-109 of the administrative code of the city of New York, as amended by local law number 11 for the year 1993, is amended to read as follows:

(e) The commission shall not have jurisdiction over any complaint that has been filed more than one year after the alleged unlawful discriminatory practice or act of discriminatory harassment or violence as set forth in chapter six of this title occurred; provided, however, that the commission shall have jurisdiction over a claim of gender-based harassment if such claim is filed within three years after the alleged harassing conduct occurred.

§ 2. This local law takes effect immediately.

ACK  
LS #5818  
3/31/2018 9:38am



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

<b>File #:</b>	Int 0664-2018	<b>Version:</b> <input type="text" value="A"/>	<b>Name:</b>	Stop Sexual Harassment in NYC Act - Climate surveys and action plans to combat sexual harassment.
<b>Type:</b>	Introduction	<b>Status:</b>	Enacted (Mayor's Desk for Signature)	
<b>On agenda:</b>	3/7/2018	<b>Committee:</b>	<a href="#">Committee on Women</a>	
<b>Enactment date:</b>	<b>Law number:</b>			
<b>Title:</b>	A Local Law in relation to climate surveys and action plans to combat sexual harassment and equal employment opportunity violations at city agencies			
<b>Sponsors:</b>	<a href="#">Helen K. Rosenthal</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Brad S. Lander</a> , <a href="#">Diana Ayala</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Carlina Rivera</a> , <a href="#">Karen Koslowitz</a>			
<b>Council Member Sponsors:</b>	11			
<b>Summary:</b>	<p>This bill would require the New York City Department of Citywide Administrative Services (DCAS) to develop a climate survey to be administered on a voluntary basis at all city agencies to ascertain the general awareness and knowledge of the city's equal employment opportunity ("EEO") policy, including but not limited to sexual harassment policies and prevention. The survey will be followed by a report to the mayor and speaker with the results. Based on these results DCAS shall work with each city agency to develop an action plan to address the results of the surveys to be incorporated into each agency's annual EEO plan according to the following schedule: • Climate survey distribution: September 31, 2018 • Report on first survey: February 28, 2019 • Development of action plan: December 31, 2019 • Report on Action Plan: March 31, 2020 • 2nd survey distribution: July 31, 2020 • Report on second survey: December 31, 2021 • 2nd action plan development and report: December 31, 2022 On or before July 31, 2024 and on or before July 31 every four years thereafter, the survey will continued to be administered to all city employees.</p>			
<b>Indexes:</b>	Report Required			
<b>Attachments:</b>	<p>1. <a href="#">Summary of Int. No. 664-A</a>, 2. <a href="#">Summary of Int. No. 664</a>, 3. <a href="#">Int. No. 664</a>, 4. <a href="#">Committee Report 2/28/18</a>, 5. <a href="#">Hearing Testimony 2/28/18</a>, 6. <a href="#">Hearing Transcript 2/28/18</a>, 7. <a href="#">March 7, 2018 - Stated Meeting Agenda</a>, 8. <a href="#">Proposed Int. No. 664-A - 4/6/18</a>, 9. <a href="#">Committee Report 4/9/18</a>, 10. <a href="#">April 11, 2018 - Stated Meeting Agenda</a>, 11. <a href="#">Int. No. 664-A (FINAL)</a>, 12. <a href="#">Fiscal Impact Statement</a></p>			

[History \(12\)](#)   [Text](#)



## Int. No. 664-A

By Council Members Rosenthal, Rose, Chin, Powers, Constantinides, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

A Local Law in relation to climate surveys and action plans to combat sexual harassment and equal employment opportunity violations at city agencies

Be it enacted by the Council as follows:

Section 1. Equal employment opportunity and sexual harassment climate surveys. a. Definitions. For purposes of this local law, the term “agency” has the same meaning as such term is defined in section 1150 of the New York city charter and shall include the offices of the borough presidents, the comptroller and the public advocate.

b. The department of citywide administrative services shall develop a climate survey to assess the general awareness and knowledge of the city’s equal employment opportunity (“EEO”) policy, including but not limited to sexual harassment policies and prevention at city agencies, including employee experience with and knowledge of reporting of prohibited acts. In addition, such survey shall include questions, that may be completed in full or in part, at the discretion of the employee respondent, including race, ethnicity, gender, sexual orientation and age of the employee. The department shall use such survey to assess each agency regarding the following:

(1) The extent that employees of each agency are familiar with the EEO policy of such agency they are employed by or assigned to, including but not limited to sexual harassment;

(2) The extent that employees are knowledgeable about the EEO policy, including but not limited to sexual harassment, and where they can get help if they believe that they were sexually harassed;

(3) The extent that employees are knowledgeable about how and where to file a formal complaint about a violation of the EEO policy, including but not limited to a complaint about sexual harassment or related misconduct or how to initiate a disciplinary procedure;

(4) The extent that employees are knowledgeable about the process that occurs after an employee has filed a complaint about a violation of the EEO policy, including but not limited to a complaint of sexual harassment or related misconduct;

(5) For supervisory and managerial employees, the extent that such employees are knowledgeable about their responsibilities with respect to the prevention of violations of the EEO policy, including but not limited to sexual harassment and retaliation as such conduct is prohibited by the city's human rights law;

(6) For supervisory and managerial employees, the extent that such employees are knowledgeable about measures that such employee may take to appropriately address complaints under the EEO policy, including but not limited to sexual harassment complaints;

(7) Whether employees have witnessed or experienced sexual harassment, as described by local law or a violation of the EEO policy, including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature, at their current place of employment or at an employer sanctioned event;

(8) Whether employees feel that their workplace is safe and free from violations of the EEO policy, including but not limited to sexual harassment or retaliation;

(9) Whether employees believe that the agency they are employed by or assigned to protects the rights of its employees to pursue their duties in a respectful workplace;

(10) Whether employees believe that the agency they are employed by or assigned to ensures that all employees are protected from workplace harassment and ensures that all employees are treated equally and fairly;

(11) Whether employees believe that the agency they are employed by or assigned to takes steps to prevent violations of the EEO policy, including but not limited to incidents of sexual harassment or retaliation;

(12) Whether employees believe that the agency they are employed by or assigned to takes seriously and investigates violations of the EEO policy, including but not limited to claims of sexual harassment; and

(13) Whether employees believe that the agency they are employed by or assigned to adequately responds to those who claim to have experienced violations of the EEO policy, including those who may be victims of sexual harassment, and ensures that appropriate resources are made available to those individuals.

c. The department shall make the climate survey available to all agencies for dissemination to agency

employees on or before September 31, 2018. Agencies shall ensure that each employee receives such climate survey and are advised that such climate survey is not mandatory or required as part of such employee's job. Agencies shall take steps to ensure that the assessment remains anonymous and that no individual employee is personally identified.

d. No later than February 28, 2019, the department shall prepare and submit to the mayor and the speaker a report with the results of the climate survey prepared pursuant to subdivision b of this section. Any agency may provide additional information to the department in preparation of such report. Such additional information may include prior relevant reports or underlying data that can provide context to the results of such agency's climate assessment, including an assessment of risk factors associated with sexual harassment within such agency.

e. No later than December 31, 2019, the department shall work with each agency to develop an action plan, to be incorporated into each agency's annual EEO plan, and to be reported to the mayor and the speaker on or before March 31, 2020. Such action plan shall address the results of each agency's climate survey including but not limited to:

(1) Identifying any issues at such agency identified by the climate survey required by subdivision b and outlining what steps such agency will take to address and cure those issues; and

(2) Incorporating the recommendations of the report issued pursuant to subdivision d of this section.

f. After each agency develops and implements an action plan pursuant to subdivision e, and no later than July 31, 2020, each agency shall redistribute the climate survey required by subdivision b to each agency employee. The department shall produce a report to the mayor and the speaker on or before December 31, 2021 with the results of the climate survey prepared pursuant to this subdivision. No later than December 31, 2022, the department shall work with each agency to update their action plans, to be incorporated into each agency's annual EEO plan, and to be reported to the mayor and the speaker on or before December 31, 2022, which shall address the results of each agency's climate survey redistributed pursuant to this subdivision.

g. On or before July 31, 2024 and on or before July 31 every four years thereafter, each agency shall

redistribute the climate survey required by subdivision b to each agency employee. The department shall produce a report to the mayor and the speaker on or before December 31, 2025 and on or before December 31 every four years thereafter with the results of the climate survey prepared pursuant to this subdivision.

§ 2. This local law takes effect 90 days after it becomes law.

ACK/MMB  
LS # 5323  
4/3/2018 9:49pm



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

Council Home    Legislation    Calendar    City Council    Committees

RSS    Alerts

Details    Reports

File #:	Int 0693-2018    Version: *	Name:	Stop Sexual Harassment in NYC Act - Division of labor services employment reports.
Type:	Introduction	Status:	Enacted (Mayor's Desk for Signature)
		Committee:	<a href="#">Committee on Women</a>
On agenda:	3/7/2018		
Enactment date:		Law number:	
Title:	A Local Law to amend the New York city charter, in relation to division of labor services employment reports		
Sponsors:	<a href="#">James G. Van Bramer</a> , <a href="#">Deborah L. Rose</a> , <a href="#">Helen K. Rosenthal</a> , <a href="#">Margaret S. Chin</a> , <a href="#">Keith Powers</a> , <a href="#">Costa G. Constantinides</a> , <a href="#">Brad S. Lander</a> , <a href="#">Diana Ayala</a> , <a href="#">I. Daneek Miller</a> , <a href="#">Adrienne E. Adams</a> , <a href="#">Carlina Rivera</a> , <a href="#">Karen Koslowitz</a>		
Council Member Sponsors:	12		
Summary:	This bill would amend the division of labor services employment report, required by city contractors, to include employment practices, policies, and procedures as they relate to preventing and addressing sexual harassment.		
Indexes:	Agency Rule-making Required		
Attachments:	1. <a href="#">Summary of Int. No. 693</a> , 2. <a href="#">Int. No. 693</a> , 3. <a href="#">Committee Report 2/28/18</a> , 4. <a href="#">Hearing Testimony 2/28/18</a> , 5. <a href="#">Hearing Transcript 2/28/18</a> , 6. <a href="#">March 7, 2018 - Stated Meeting Agenda</a> , 7. <a href="#">Committee Report 4/9/18</a> , 8. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 9. <a href="#">Fiscal Impact Statement</a>		

History (10)    Text

## Int. No. 693

By Council Members Van Bramer, Rose, Rosenthal, Chin, Powers, Constantinides, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

A Local Law to amend the New York city charter, in relation to division of labor services employment reports

Be it enacted by the Council as follows:

Section 1. Paragraph 2 of subdivision e of section 1305 of chapter 56 of the New York city charter, as added by local law 61 for the year 1991, is amended to read as follows:

e. 2. An employment report shall include, but not be limited to, employment practices, policies[,] and procedures, including those related to preventing and addressing sexual harassment, statistics and collective bargaining agreements. The contracting agency shall transmit the employment report to the commissioner after the selection of a proposed contractor or subcontractor. The commissioner shall review all employment reports to determine whether such contractors and subcontractors are in compliance with the equal employment opportunity requirement of local, state and federal law and executive orders.

§ 2. This local law takes effect 60 days after it becomes law; provided, however that the commissioner shall take all action necessary for its implementation, including the promulgation of rules, before such date.

MMB / ACK  
LS # 4931  
3/13/18; 4:22 p.m.



# THE NEW YORK CITY COUNCIL

Corey Johnson, Speaker

Sign In

[Council Home](#)   [Legislation](#)   [Calendar](#)   [City Council](#)   [Committees](#)

[RSS](#)   [Alerts](#)

[Details](#)   [Reports](#)

<b>File #:</b>	Res 0272-2018 <b>Version:</b> *	<b>Name:</b>	Amend chapter II of the Rules of the Council in relation to discrimination and harassment.
<b>Type:</b>	Resolution	<b>Status:</b>	Adopted
<b>On agenda:</b>	4/11/2018	<b>Committee:</b>	<a href="#">Committee on Rules, Privileges and Elections</a>
<b>Enactment date:</b>		<b>Law number:</b>	
<b>Title:</b>	Resolution to amend chapter II of the Rules of the Council in relation to discrimination and harassment		
<b>Sponsors:</b>	<a href="#">Karen Koslowitz</a>		
<b>Council Member Sponsors:</b>	1		
<b>Attachments:</b>	1. <a href="#">Res. No. 272</a> , 2. <a href="#">Committee Report 4/11/18</a> , 3. <a href="#">April 11, 2018 - Stated Meeting Agenda</a> , 4. <a href="#">Rules of the Council</a>		

[History \(5\)](#)   [Text](#)

### Preconsidered Res. No. 272

Resolution to amend chapter II of the Rules of the Council in relation to discrimination and harassment

By Council Member Koslowitz:

Section 1. Rule 2.70 of the Rules of the Council of the city of New York is amended to read as follows:

2.70. Policies Prohibiting Discrimination and Harassment [Policies] and Related Training - a. The Speaker shall establish a policy or policies [against] prohibiting workplace discrimination and harassment, including sexual harassment, [and discrimination] for the Council, which shall apply to all Council Members, their staff and Council central staff. All Members, their staff and Council central staff shall be required to comply with the requirements of such policy or policies, including the requirements for related

training. The Speaker shall provide all Members, their staff and Council central staff with a copy of such policy or policies and any changes thereto.

b. The Speaker shall require mandatory annual participatory interactive training for all Members, their staff and Council central staff as outlined in the policy or policies established pursuant to rule 2.70a.

§ 2. Chapter II of the Rules of the Council of the city of New York is amended by adding new rule 2.75 to read as follows:

2.75 Assessment and Reporting - a. The Speaker shall formulate a recurrent risk factor review plan to assess and address potential risk factors associated with workplace sexual harassment, such as a homogenous workforce, language differences in the workplace, a workforce having significant power disparities and isolated and decentralized workplaces. The process herein shall commence immediately, recur periodically and cease January 31, 2022.

b. The Speaker shall publish an annual report within the Council for the first Stated meeting in February disclosing complaints of workplace sexual harassment, as defined by the Council's policy or policies prohibiting discrimination and harassment established pursuant to rule 2.70a. Such report shall track for each preceding calendar year the number of complaints alleging workplace sexual harassment and the dispositions of such complaints. The annual report shall not contain any personally identifiable information.

c. The Speaker shall distribute a discrimination and harassment climate survey. Such survey shall gauge whether Council staff are familiar with the Council's policy or policies prohibiting discrimination and harassment, consider their workplace safe and free from violations of the Council's policy or policies and believe that the Council protects the rights of its employees to pursue their duties in a respectful workplace. The climate survey shall assess whether Council staff have witnessed or experienced workplace discrimination or harassment as described by the Council's policy or policies and whether they understand Council reporting and complaint procedures. The climate survey shall also gauge whether Council staff believe discrimination or harassment is, or would be, tolerated by the Council. For supervisors and managerial employees, the climate survey shall prompt whether such supervisors and managerial employees are knowledgeable about their responsibilities with respect to the prevention of conduct prohibited by the Council's policy or policies prohibiting discrimination and harassment. The climate survey shall also prompt whether such supervisors and managerial employees are knowledgeable about the measures they may take to address complaints. Information concerning demographic variables, including, but not limited to, race, ethnicity, gender, sexual orientation and age, shall be solicited from survey respondents. Survey respondents may provide such demographic information, in full or in part, at their discretion.



By the close of the first year of the term, the Speaker shall disseminate the climate survey. By the close of the second year of the term, the Speaker shall assess the climate survey results, and, in response, determine and implement a preemptive action plan to create a discrimination-free and harassment-free workplace, as set forth in the Council's policy or policies established pursuant to rule 2.70a. By the close of the third year of the term, the Speaker shall refine and redistribute the climate survey. By the end of the term, the Speaker shall assess the recent climate survey results, and, in response, recommend a successive preemptive action plan. By the end of the first year of the ensuing term, and every four years thereafter, the Speaker shall address the preceding Speaker's recommendations, disseminate a climate survey, assess the climate survey results, and, in response, determine and recommend a preemptive action plan for the next Speaker. Based on each assessment and determination, the Speaker shall update the Council's policy or policies prohibiting discrimination and harassment, as necessary, established pursuant to rule 2.70a.

In the event a Speaker's term is fewer than four years, the subsequent Speaker shall maintain the four-year climate survey schedule delineated herein for the remainder of the unexpired term. In the event of two consecutive 2-year terms, the Speaker of the first term shall initiate and conclude the steps delineated herein for the first two years of a regular four-year term. The Speaker of the second term shall initiate and conclude the steps delineated herein for the final two years of a regular four-year term.

eg

4/11/18