|  |  |
| --- | --- |
|  | **The Council of the City of New York****Finance Division****Fiscal Impact Statement****Proposed Intro. No:** 0173 - A**Committee:** Civil Rights  |
| **Title:**  To amend the administrative code of the city of New York, in relation to the prohibition of discrimination against interns.  | **Sponsor(s):** By Council Member Vacca, Chin, Cohen, Constantinides, Lancman, Mealy, Torres, King, Arroyo, Cumbo and Rosenthal (by request of the Manhattan Borough President) |

**Summary of Legislation:** Proposed Int. No. 0173-A would amend the administrative code of the city of New York, to prohibit discrimination against interns. The purpose of this bill is to ensure that the same protections given to employees are also given to interns. This bill would amend the City’s Human Rights Law to: (i) define the term “intern;” (ii) clarify that interns are entitled the same protections under the Human Rights Law as employees; and (iii) therefore prohibit employers from discriminating against interns on the basis of their actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, sexual orientation, alienage or citizenship status, or status as a victim of domestic violence, sex offenses or stalking. It would also require employers to provide reasonable accommodations to interns for religious observance.

**Effective Date:** This local law shall take effect 60 days after its enactment into law.

**Fiscal Year In Which Full Fiscal Impact Anticipated:** Fiscal 2014

**Fiscal Impact Statement:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Effective FY14** | **FY Succeeding****Effective FY15** | **Full Fiscal****Impact FY14** |
| **Revenues**  | **$0** | **$0** | **$0** |
| **Expenditures**  | **$0** | **$0** | **$0** |
| **Net** | **$0** | **$0** | **$0** |

**Impact on Revenues:** There would be no impact on revenues from the enactment of this legislation.

**Impact on Expenditures:** Adoption of Proposed Int. 0173-A would not impact expenditures.

**Source of Funds To Cover Estimated Costs:** NA

**Source of Information:** The Office of Management and Budget

**Estimate Prepared By:** Eisha N. Wright, Unit Head, Finance Division

**Estimated Reviewed By:** Regina Poreda Ryan, Deputy Director, Finance Division

Tanisha Edwards, Chief Counsel, Finance Division

**Legislative History:** On March 12, 2014, Intro. 0173 was introduced by the Council and referred to the Committee on Civil Rights. On, March 17, 2014, the Committee held a hearing regarding this legislation, which was then laid over and subsequently amended**.** The Committee will consider an amended version of the legislation, Proposed Intro. 0173-A on March 25, 2014. Following a successful Committee vote, on March 25th, the City Council will vote on Proposed Int. 0173-A.

**Date Submitted To Council:** March 12, 2014.