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|  | **The Council of the City of New York**  **Finance Division**  **Latonia Mckinney, Director**  **Fiscal Impact Statement**  **Proposed Intro. No:**  632-A  **Committee:** Women |
| **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:** Council Members Cumbo, The Public Advocate (Ms. James), Rose, Rosenthal, Chin, Gibson, Powers, and Constantinides |

**Summary of Legislation:** Proposed Intro. No. 632-A would mandate that all private employers with 15 or more employees conduct annual anti-sexual harassment training for all employees, including interns, 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.

**Effective Date:** This local law would take effect April 1, 2019.

**Fiscal Year In Which Full Fiscal Impact Anticipated:** Fiscal 2020

**Fiscal Impact Statement:**

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|  | **Effective FY19** | **FY Succeeding Effective FY20** | **Full Fiscal Impact FY20** |
| **Revenues** | $0 | $0 | $0 |
| **Expenditures** | $0 | $0 | $0 |
| **Net** | $0 | $0 | $0 |

**Impact on Revenues:** There would be no impact on revenues resulting from this legislation.

**Impact on Expenditures:** It is anticipated that there would be no impact on expenditures resulting from the enactment of this legislation because the Department for Citywide Administrative Services could share its existing anti-sexual harassment training and certification technology with the Commission on Human Rights in order to fulfill the requirements of the legislation. Costs which may be borne by non-City employers with more than 15 employees are outside of the scope of this analysis.

**Source of Funds To Cover Estimated Costs:** Not applicable.

**Source of Information:** New York City Council Finance Division

Department of Citywide Administrative Services

**Estimate Prepared by:** Daniel Kroop, Financial Analyst

**Estimate Reviewed by:** Regina Poreda Ryan, Deputy Director

Dohini Sompura, Unit Head

Rebecca Chasan, Counsel

**Legislative History:** This legislation was considered at a joint hearing by the Committee on Women and the Committee on Civil and Human Rights as a Preconsidered Introduction at a hearing on February 28, 2018, and the legislation was laid over. The legislation was introduced to the Council as Intro. No. 632 on March 7, 2018, and referred to the Committee on Women. The legislation was subsequently amended, and the amended version, Proposed Intro. No. 632-A, will be voted on by the Committee on Women at a hearing on April 9, 2018. Upon successful vote by the Committee, Proposed Intro. No. 632-A will be submitted to the full Council for a vote on April 11, 2018.

**Date Prepared:** April 8, 2018