

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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April 9, 2018
Start: 2:45 p.m.
Recess: 2:57 p.m.

HELD AT: 250 Broadway - Committee Rm.
14th Fl.

B E F O R E: Mathieu Eugene
Chairperson

COUNCIL MEMBERS: Daniel Dromm
Ben Kallos
Brad S. Lander
Bill Perkins
Ydanis A. Rodriguez
Helen K. Rosenthal

A P P E A R A N C E S (CONTINUED)

2 [sound check] [pause] [gavel[]

3 CHAIRPERSON EUGENE: Good afternoon. My
4 name is Mathieu Eugene, and I'm the Chair of the
5 Committee on Civil and Human Rights. Today we are
6 voting on sexual ant-sexual anti-harassment bills
7 that we heard last month the sexual harassment
8 hearing between this committee and the committee and
9 the Committee on Women chaired by my colleague Helen
10 Rosenthal. I would-I would like to-to thank her for
11 taking the lead on this issue, and I'm proud to
12 support her and the other council members in dealing
13 with this large package of bills, plus I'd like also
14 to thank my colleagues and the committee for their
15 support, Council Member Kallos, Perkins, Rodriguez,
16 Lander and Council Member Dromm. Today, we will vote
17 on the following bills: Proposed Intro No. 61-614-A
18 by Council Member Alicka Ampry-Samuel and
19 congratulations, Council Member because I heard this
20 is your first one. Congratulations.

21 COUNCIL MEMBER AMPRY-SAMUEL: Thank you.

22 CHAIRPERSON EUGENE: And we are proud of
23 you. Thank you. In relation to requiring
24 information about sexual harassment to be made
25 available online for public access.

2 Proposed Intro No. 657-A by Council
3 Member Keith Powers in relation to expanding sexual
4 harassment protection to all employees.

5 Proposed Intro No. 660-A by Council
6 Member Carlina Rivera in relation to making
7 improvements to clarify and strengthen the human
8 rights law as is related to sexual harassment.

9 Proposed Intro No. 663-A by Council
10 Member Helen Rosenthal in relation to the statute of
11 limitations for filing certain harassment claims
12 arising under the city human right law. Resolution
13 No. 222 by Council Member Daneek Miller, resolution
14 calling upon the United States Congress to pass and
15 the President to sign S2203/H.R.4734, known as the
16 "Ending Forced Arbitration of Sexual Harassment Act
17 of 2017," which prohibits a pre-dispute arbitration
18 agreement from being valid or enforceable if it
19 requires arbitration of a sex discrimination dispute.
20 This package of bills represent a step toward
21 combatting and dismantling the social attitude that
22 has long allowed the perpetrators of sexual
23 harassment to escape consequences. We recognize that
24 there is still much more work to do. In addition,
25 there are grievances of the Me Too Movement. How as

2 that? This are the sexual harassment package. It is
3 an important step and will pave the way toward
4 improvements in how New York City address sexual
5 harassment. I would like—I would like to take this
6 opportunity to thank the Civil and Human Rights
7 Committee staff Becky Norwich, Sheila Johnson, Lydia
8 Scott-Pruitt. (sic) I hope that I pronounced it
9 right, and my staff Adrienne Adams, and Rosie Jovine
10 (sic) for all their work, you know, on this hearing.
11 Before I call the vote, I would like to give the
12 opportunity to my colleagues to make comments on
13 their bills. Who wants to start first? [background
14 comments] Council Member Rosenthal.

15 COUNCIL MEMBER ROSENTHAL: I just
16 appreciate all your work. Thank you very much,
17 Council Member.

18 CHAIRPERSON EUGENE: Okay, thank you and
19 one more time congratulations for your leadership on
20 this very, very important issue. Council Member
21 Kallos, Lander, Rosenthal. No comment? Oh, Council
22 Member, sorry, sorry.

23 COUNCIL MEMBER ALICKA-SAMUEL: Yes, thank
24 you. Thank you Council Member Eugene, Chair of this
25 committee, and the other members of the Committee on

2 Civil and Human Rights. Today, as a member of the
3 Women's Caucus, a wife, a mom, a sister, a daughter,
4 and yet another woman with her own Me Too story. I am
5 proud to sponsor Intro No. 614-A that will require
6 information about sexual harassment be made available
7 online for public access. This bill is quite simple,
8 and just makes sense. It's almost intriguing that
9 such a bill is even necessary in this day and time,
10 but it's the world that we live. We also live in the
11 21st Century, the digital age and the technology age,
12 and in a time where anything and everything we need
13 is just at our fingertips, and we have to be
14 consistent with the times. When you think about
15 sexual harassment and workplace information, you
16 often think about the office cafeteria or a wall near
17 the water cooler or even bathroom entrances, but
18 could you imagine feeling violated at work then
19 standing next to the water cooler reading
20 instructions about what to do next. It's almost
21 another sense of violation. This process of making
22 information available online in a way is just another
23 sense of being able to feel empowered allowing the
24 individual to take back control of their situation.
25 It also allows for a more discrete way of handling

2 sexual harassment information for those who actually
3 need privacy, and I'm glad to see that the Human
4 Rights Commission is already setting up their
5 initiative enrolling out their digital campaign. So,
6 I want to thank the Speaker, and I want to thank
7 Council Member Rosenthal as well as Council Member
8 Eugene on pushing such an aggressive bill package
9 because, again like I said, it just makes sense
10 today. So, as I look forward to this committee
11 passing this bill package, and then forwarding it on
12 to the full body Council and hopefully being signed
13 into law, we're just doing the right thing that makes
14 sense at the right time. So, thank you again for
15 this opportunity, and let's move forward.

16 CHAIRPERSON EUGENE: Alright. Thank you
17 very much. Thank you. We have been joined also by
18 Council Member Carlina Rivera. I think that when
19 wants to make some comment about her bill.

20 COUNCIL MEMBER RIVERA: [off mic] Yes.

21 CHAIRPERSON EUGENE: Thank you much, and
22 congratulations also.

23 COUNCIL MEMBER RIVERA: [off mic] Oh,
24 thank you. [on mic] Thank you for the opportunity to
25 provide brief remarks regarding intro 66-660-A.

2 Thank you to Chair Eugene, Committee members, staff
3 and, of course, Speaker Johnson for all of your
4 leadership in response as a Council in the wake of
5 the intense media scrutiny over the violations and
6 sexual misconduct that have always existed but have
7 now come to light. In this city we pride ourselves
8 as being fair progressive leaders, and I introduce
9 this legislation to help us codify legal definitions
10 of and mechanisms to deal with harassment. This bill
11 part of the Stop Sexual Harassment and NYC Act would
12 require that the city of New York amend the Policy
13 Statement of the New York City Human Rights Law to
14 included sexual harassment as a form of
15 discrimination. Take altogether, the full package of
16 legislation strengthens New York City's Anti-Sexual
17 Harassment policies to combat incidents in the
18 workplace. Intro 660 in particular sends a message
19 that address sexual harassment remains at the core of
20 the mission of the Human Rights Commission. In
21 recent months, movements such as Me, Too, and Time's
22 Up have brought forward much needed attention to the
23 issues women continue to face in the workplace
24 throughout various industries. However, this bill
25 will work towards protecting not just women from

2 sexual harassment, but all New Yorkers regardless of
3 gender, sexual orientation or gender identity. By
4 explicitly defining sexual harassment as a form of
5 discrimination under the commission's purview, we are
6 defining person's ability to live free from these
7 incidents as a right in itself. With support around
8 this larger movement for equality, it is this body
9 that must push our city to take responsibility and
10 codify change to serve those who up to now have been
11 too afraid to speak up. I, therefore, urge my
12 colleagues and, of course, thank you for your support
13 on this piece of legislation and the Stop Sexual
14 Harassment package entirely, and I look forward to
15 the subsequent support and speedy implementation by
16 the Administration. Thank you.

17 CHAIRPERSON EUGENE: Thank you very much,
18 and again, congratulations. Mr. Clerk, could you
19 please call the roll.

20 CLERK: William Martin, Committee Clerk,
21 roll call vote Committee on Civil and Human Rights.
22 All items are coupled. Chair Eugene.

23 CHAIRPERSON EUGENE: I vote aye.

24 CLERK: Kallos.

2 COUNCIL MEMBER KALLOS: Aye and pleas add
3 me as a sponsor to the legislation, and
4 congratulations to my colleagues on their first
5 bills.

6 CLERK: Lander.

7 COUNCIL MEMBER LANDER: Hear, hear. With
8 Congrats to Carlina and Alicka, and thanks to Helen
9 and to the Chair, and I vote aye and ask to be added
10 as a co-sponsor on all the bills.

11 CLERK: Rosenthal.

12 COUNCIL MEMBER ROSENTHAL: I proudly vote
13 aye and want to thank my colleagues and, of course,
14 my partner in arms (sic) here, Council Member Eugene.
15 It's a pleasure working with you on this package of
16 bills, and--and really than the Speaker for pulling
17 together this--this act of--and combination of bills.
18 He--he hit the nail on the head. I appreciate that.
19 So, with that, aye on all.

20 CLERK: By a vote of 4 in the
21 affirmative, 0 in the negative and no abstentions,
22 all items are adopted. [background comments]

23 CHAIRPERSON EUGENE: Thank you very much
24 to all my colleagues and congratulations, and I want
25 also to conclude this, and thank you, and

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2 congratulations also to the Speaker for his
3 leadership. This is a very important package. We
4 are all pat of that, and thank you very much. The
5 meeting is adjourned. [gavel]

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date April 30, 2018