Committee on Women & Gender Equity:

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**The Council of the City of New York**

Committee Report of the Human Services Division

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**Committee on Women & Gender Equity**

Hon. Tiffany L. Cabán, Chair

October 25, 2022

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| **Proposed Int. No. 153-A** | By Council Members Cabán, Hanif, Louis, Ayala, Ung the Public Advocate (Mr. Williams), Stevens, Won, Restler, Krishnan, Abreu, Marte, Hudson, Nurse, Williams, Gutiérrez, Narcisse, Menin, Lee, De La Rosa, Richardson Jordan, Schulman, Avilés, Bottcher, Brewer, Velázquez, Rivera, Sanchez, Farías and Riley |
| **Title:** | A Local Law to amend the administrative code of the city of New York, in relation to establishing a housing stability program for survivors of domestic and gender-based violence |

**ADMINISTRATIVE CODE:** Amends Section 3-180 and Adds Section 3-185 to subchapter 8 of chapter 1 of title 3

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| **Proposed Int. No. 154-A** | By Council Member Cabán, Riley, Louis, Ayala, Ung, the Public Advocate (Mr. Williams), Stevens, Hanif, Won, Restler, Krishnan, Abreu, Marte, Hudson, Nurse, Williams, Yeger, Gutiérrez, Narcisse, Menin, Lee, De La Rosa, Richardson Jordan, Schulman, Avilés, Bottcher, Brewer, Sanchez and Farías |
| **Title:** | A Local Law to amend the administrative code of the city of New York, in relation to requiring the office to end domestic and gender-based violence to create an online services portal and guide |

**ADMINISTRATIVE CODE:** Adds Section 3-186 to subchapter 8 of chapter 1 of title 3

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| **Res. No. 111** | By Council Member Cabán, the Public Advocate (Mr. Williams) and Council Members Stevens, Hanif, Won, Restler, Krishnan, Abreu, Hudson, Nurse, Gutiérrez, Narcisse, Ung, Menin, Lee, Williams, De La Rosa, Richardson Jordan, Avilés, Schulman, Brewer, Sanchez, Farías and Riley |
| **Title:** | A Resolution calling on New York State to pass legislation that would provide domestic violence survivors and their families with job-protected, paid leave, similar to that of New York State's Paid Family Leave law, to be used for any activities relating to their actual or perceived status as a domestic violence survivor or family member of a domestic violence survivor |

1. **Introduction**

On October 25, 2022, the Committee on Women & Gender Equity, chaired by Council Member Tiffany L. Cabán, will consider the Support Survivor’s package of legislation, which includes Proposed Introduction Number (Proposed Int. No.) 153, co-sponsored by Council Members Cabán and Shahana Hanif, in relation to establishing a housing stability program for survivors of domestic and gender-based violence, Proposed Int. No. 154, sponsored by Council Member Cabán, in relation to requiring the Office to End Domestic and Gender-based Violence (“ENDGBV”) to create an online services portal and guide, and Resolution Number (Res. No.) 111, also sponsored by Council Members Cabán, which calls on New York State to pass legislation that would provide domestic violence survivors and their families with job-protected, paid leave, similar to that of New York State's Paid Family Leave law, to be used for any activities relating to their actual or perceived status as a domestic violence survivor or family member of a domestic violence survivor. This legislation was originally heard at an oversight hearing of this Committee on June 14, 2022, at which the Committee heard testimony from ENDGBV, as well as survivors of domestic and gender-based violence, local legal service providers, community-based service providers, advocates, and experts in the field of domestic violence, gender-based violence and gender equity, and other interested stakeholders.

1. **Background**

***Domestic and Gender-Based Violence***

Gender-based violence (GBV) refers to any type of violence that is rooted in exploiting unequal power relationships between genders.[[1]](#footnote-2) This can include gender norms and role expectations specific to a society, as well as situational power imbalances and inequities.[[2]](#footnote-3) More specifically, GBV can include sexual, physical, mental and economic harm, as well as threats of violence, coercion and manipulation.[[3]](#footnote-4) It can take many forms such as intimate partner and family violence, elder abuse, sexual violence, stalking and human trafficking.[[4]](#footnote-5)

Domestic violence (DV) is a pattern of economic, emotional, physical, and sexual abuse and other behaviors intended to exert power and control, committed against members of the same family or household or individuals who are or have been in an intimate relationship.[[5]](#footnote-6)

GBV, DV and intimate partner violence (IPV)[[6]](#footnote-7) occur in all settings and among all cultural, religious and socioeconomic groups, but disproportionately affect women, racial and ethnic minorities[[7]](#footnote-8) and members of the LGBTQ+[[8]](#footnote-9) community.[[9]](#footnote-10) Victims[[10]](#footnote-11) of GBV and DV often feel stuck in abusive relationships, as any action they take may have immediate and disruptive consequences for them and their family.[[11]](#footnote-12) According to the United States (U.S.) Bureau of Justice Statistics, between 2006 and 2015, police were not notified in nearly half (46 percent) of the 1.3 million nonfatal DV victimizations that occurred each year.[[12]](#footnote-13)

Moreover, survivors in certain potentially vulnerable communities and populations, including, but not limited to, youth and older adult survivors, communities of color, deaf survivors and survivors with disabilities, immigrant survivors, survivors with limited English proficiency, LGBTQ+ survivors, criminalized survivors, survivors who are veterans, and survivors with mental health or substance use challenges,[[13]](#footnote-14) may face additional barriers in accessing resources and support.[[14]](#footnote-15)

***Mayor’s Office to End Domestic and Gender-Based Violence and Family Justice Centers***

ENDGBV develops policies and programs, provides training and prevention education, conducts research and evaluations and performs community outreach around domestic and gender-based violence.[[15]](#footnote-16) Additionally, ENDGBV operates the NYC Family Justice Centers (FJCs), which are multi-disciplinary service centers co-located with District Attorney (DA) Offices in each borough, providing social services, civil, legal and criminal justice assistance for victims and survivors of DV and GBV and their children.[[16]](#footnote-17) Through collaboration with City agencies and community stakeholders, ENDGBV works to ensure access to inclusive services for victims and survivors of domestic and gender-based violence.[[17]](#footnote-18)

According to ENDGBV’s 2021 Annual Report on Domestic Violence Initiatives, Indicators and Factors, at each FJC, individual clients utilized a variety of services, including safety planning, civil legal services, counseling, criminal justice services, housing/shelter advocacy, economic empowerment, health and mental health services and practical assistance.[[18]](#footnote-19) Regarding contracted legal service provider staff, each borough FJC has two family law attorneys and one immigration attorney, apart from Manhattan, which has four family law attorneys and two immigration attorneys.[[19]](#footnote-20) Additionally, concerning housing attorneys, there are three legal service providers who rotate coverage across all FJCs.[[20]](#footnote-21) The below table shows the languages spoken by contracted legal service provider staff by borough.

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| ***Table 1.*** *2021 Contracted Legal Service Provider Staff by Languages Spoken for Each Family Justice Center number of contracted staff who speak each language is in ()[[21]](#footnote-22)* |
| **Bronx** | **Brooklyn** | **Manhattan** | **Queens** | **Staten Island** |
| Spanish (8) | Arabic (1) | Mandarin (1) | Korean (1) | Spanish (4) |
|  | French (1) | Portuguese (1) | Spanish (2) |  |
|  | Polish (1) | Russian (1) |  |  |
|  | Spanish (1) | Spanish (5) |  |  |

In 2021, FJCs recorded 13,272 individual clients with a total of 42,706 client visits.[[22]](#footnote-23) By borough, Queens recorded the highest number of individual clients (4,558) and client visits (11,955), while Staten Island recorded the fewest number of individual clients (1,650) and client visits (6,754).[[23]](#footnote-24) Across the five boroughs, safety planning and civil legal services were the most popular service types utilized by individual clients.[[24]](#footnote-25) ENDGBV also reported that in 2021 it had conducted 261 outreach events, including 139 community events, 90 community meetings or trainings, 26 presentations and six other events.[[25]](#footnote-26)

1. **Barriers to Accessing Survivor Services**

 Victims and survivors face many barriers to healing along their journey to recovery.[[26]](#footnote-27) The trauma of experiencing DV and/or GBV can cause devastating, with lifelong psychological and/or physical impacts, especially without timely and effective support services.[[27]](#footnote-28) Unaddressed trauma can lead to chronic emotional distress, relationship problems, and substance use disorders, all of which can lead to challenges with maintaining employment or housing.[[28]](#footnote-29) Ultimately, untreated trauma has costly consequences for survivors, their families, and communities.[[29]](#footnote-30) Additionally, domestic violence is one of the leading causes of homelessness in New York City, ahead of evictions and overcrowding in shelters.[[30]](#footnote-31)

While DV and GBV have devastating consequences, research indicates that few survivors receive the supports they need to heal and move past the trauma they experienced.[[31]](#footnote-32) According to the U.S. Department of Justice’s Office for Victims of Crime, only about one in ten survivors receive direct assistance from a victim service agency, and as previously referenced in this Report, nearly half of all such crimes are not even reported.[[32]](#footnote-33) When it comes to sexual assault, only a quarter of survivors ever report to the police.[[33]](#footnote-34)

1. **Analysis of Proposed Int. no. 153-A**

 Proposed Int. no. 153-A would require the Office to End Domestic and Gender-Based Violence (ENDGBV), in, consultation with the Department of Social Services (DSS) and community-based organizations, to establish a program to provide survivors of domestic and gender-based violence with a low-barrier grant and supportive services that would help survivors with expenses related to maintaining housing. The bill would require ENDGBV to report on the program on an annual basis. The legislation also updates the definitions section used in this section of the code.

 Since introduction, this bill was amended to clarify who would be eligible for the grant, the information available to applicants, the timing required to set up the grant program, when ENDGBV would begin its outreach, to address how this grant program might affect other benefits and to reorganize and expand the definition section for ENDGBV’s section of the code.

If passed, this local law would take effect immediately.

1. **Analysis of Proposed Int. no. 154-A**

 Proposed Int. 154-A would require the Mayor’s Office to End Domestic and Gender-Based Violence (ENDGBV) to establish an online portal and a written resource guide of available services for survivors of domestic or gender-based violence in New York City. Pursuant to the legislation, the portal and guide would be available in the designated citywide languages, while the guide would also be available in Braille. The legislation would also require that the agency include a clear and conspicuous link to any other relevant City-run websites and portals that provide information on survivor services located within the city, and a description of the types of such resources. Finally, the legislation would require ENDGBV to conduct outreach on the portal and guide and ensure the portal is secure and confidential to protect the privacy of survivors.

 Since introduction, this bill was amended to clarify language around the need to establish a website or portal, and language was added about including a link to other city resources.

If passed, this local law would take effect immediately.

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Proposed Int. No. 153-A

By Council Members Cabán, Hanif, Louis, Ayala, Ung the Public Advocate (Mr. Williams), Stevens, Won, Restler, Krishnan, Abreu, Marte, Hudson, Nurse, Williams, Gutiérrez, Narcisse, Menin, Lee, De La Rosa, Richardson Jordan, Schulman, Avilés, Bottcher, Brewer, Velázquez, Rivera, Sanchez, Farías and Riley

A Local Law to amend the administrative code of the city of New York, in relation to establishing a housing stability program for survivors of domestic and gender-based violence

Be it enacted by the Council as follows:

Section 1. Section 3-180 of the administrative code of the city of New York, as added by local law number 38 for the year 2019 and renumbered by local law 109 for the year 2021, is amended to read as follows:

                     § 3-180 Definitions. For the purposes of this subchapter, the following terms have the following meanings:

Domestic violence. The term “domestic violence” means acts or threats of violence, not including acts of self-defense, committed by a family or household member against another family or household member.

Family justice center. The term “family justice center” means the centers and any successor locations through which the office or successor entity provides criminal justice, civil legal, and social services to victims of domestic violence and gender-based violence.

Family or household member. The term “family or household member” means the following individuals: (i) persons related by consanguinity or affinity; (ii) persons legally married to one another; (iii) persons formerly married to one another regardless of whether they still reside in the same household; (iv) persons who have a child in common regardless of whether such persons have been married or have lived together at any time; (v) persons not legally married, but currently living together in a family-type relationship; and (vi) persons not legally married, but who have formerly lived together in a family-type relationship.

Gender-based violence. The term “gender-based violence” means acts or threats of violence directed against a person because of their gender or perceived gender, including, but not limited to, family violence, intimate partner violence, sexual violence, sex or labor trafficking, elder abuse, and stalking.

Office. The term “office” means the office to end domestic and gender-based violence.

Relevant organization. The term “relevant organization” means an organization that provides services to a survivor, which include, but are not limited to, child and youth, education, employment, health, housing, immigration, income, legal, safety planning, and transportation services.

Survivor. The term “survivor” means an individual who has experienced or reported domestic or gender-based violence.

§ 2. Subchapter 8 of chapter 1 of title 3 of the administrative code of the city of New York is amended by adding a new section 3-185 to read as follows:

§ 3-185 Domestic violence and gender-based violence survivor housing stability program. a. Definitions. For the purposes of this section, the following terms have the following meanings:

Covered individual. The term “covered individual” means an individual who meets the following criteria:

1. A survivor, as defined in section 3-180, whose status as such is established by a self-attestation, documentation from an agency or community-based organization, or an order of a court of competent jurisdiction;

2. Income-eligible;

3. A resident of the city of New York; and

4. Any other criteria deemed appropriate by the office to further the purposes of the program, except that, to the extent allowed under applicable law, such criteria shall be irrespective of such individual’s consumer credit history, criminal history, or immigration status.

Designated organizations. The term “designated organizations” means one or more community-based, relevant organizations designated by the office to participate in the program established pursuant to subdivision b of this section.

Income-eligible. The term “income-eligible” means an individual whose annual gross income is not in excess of 300 percent of the federal poverty guidelines, as updated periodically in the federal register by the United States department of health and human services pursuant to subsection (2) of section 9902 of title 42 of the United States code.

Low-barrier grant. The term “low-barrier grant” means a grant of financial assistance, free from as many requirements as possible that might deter or exclude a recipient, which may be used to cover any expense that would help a covered individual maintain housing including, but not limited to, the costs of a safety plan, housing costs, legal services costs, medical bills, mobile phone costs, moving costs, and transportation costs.

Program participant. The term “program participant” means a covered individual who has received a low-barrier grant and connection to supportive services pursuant to the program established by subdivision b of this section.

Supportive service. The term “supportive service” means a service that will help a survivor maintain housing, including, but not limited to, counseling, health services, housing services, and legal services.

b. Low-barrier grant and services program established. 1. Subject to appropriation, within nine months of the effective date of the local law that added this section, the office, in consultation with the department of social services and the designated organizations, shall establish a program to provide program participants with a low-barrier grant and connection to supportive services to help such individuals maintain housing.

2. The office, in consultation with the designated organizations, shall administer such program and coordinate the following:

(a) The application for such program, which shall be made available on the office’s website;

(b) The process for the disbursement of the low-barrier grant to program participants; and

(c) The connection to supportive services for program participants.

3. The office shall coordinate with the office of information privacy, the office of cyber command and any other relevant agency or office regarding the privacy and security of covered individuals and the information that such individuals provide to access information about, apply for, and participate in such program.

4. The office shall promulgate such rules as may be necessary to carry out the purposes of this section.

c. Outreach. Prior to accepting applications for the program required by subdivision b of this section, and continuing thereafter, the office, the department of social services, and the designated organizations shall conduct culturally appropriate outreach to spread awareness of such program. Such outreach shall include, but need not be limited to, written materials, which shall be made available to survivors in the designated citywide languages, as defined in section 23-1101, and in Braille.

d. Report. No later than 180 days after the office establishes the program required by subdivision b of this section, and annually thereafter, the office, in consultation with the department of social services and the designated organizations, shall issue a report on such program, which the office shall submit to the mayor and the speaker of the council and post on the office’s website. The information in such report shall be reported in the aggregate and include, but need not be limited to, the following, to the extent such information is provided to the office:

1. The initial report shall include, but not be limited to, the following:

(a) For program applicants, aggregate data shall include the covered individuals’ age group, community district, disability status, ethnicity, gender identity, household size, housing status, income, primary language, race, and sexuality;

(b) For program participants, aggregate data shall include the program participants’ age group, community district, disability status, ethnicity, gender identity, household size, housing status, income, primary language, race, and sexuality;

(c) The range, average, and median amount of every low-barrier grant provided to each program participant;

(d) The range, average, and median amount of time that it took each program participant to receive and use such low-barrier grant;

(e) A broad list of categories of expenses for which such program participants used such low-barrier grant;

(f) A description of the supportive services that program participants were connected to and how such services helped them maintain housing;

(g) A description of any changes in the housing status of program participants; and

(h) A description of any challenges the office had in implementing such program and any efforts the office took to address such challenges; and

2. The annual report shall include, but need not be limited to, the following:

(a) The information in the initial report, updated for such annual report;

(b) A description of any barriers that prevented survivors from qualifying for and participating in the program established pursuant to subdivision b of this section and any efforts the office took to address them;

(c) A description of how such program does or does not help the program participants to maintain housing;

(d) Any recommendations on how to improve such program; and

(e) Such program’s budget for the relevant fiscal year.

3. No information that is required to be reported pursuant to this subdivision shall be reported if doing so would violate any applicable provision of federal, state, or local law relating to the privacy, confidentiality, use, or disclosure of such information. If a category contains between one to nine households, or allows another category to be narrowed to be between one to nine households, the number shall be replaced with a symbol. A category that contains zero shall be reported as zero.

e. Other public benefits or assistance programs. Notwithstanding the provisions of any law or regulations to the contrary, and in consultation with the mayor’s office of operations and any other agency the commissioner deems appropriate, to the extent permitted by federal, state, and local law and regulations, any cash payments provided to eligible households or individuals pursuant to this local law shall not be taken into account as income for purposes of determining eligibility for any other public benefits or assistance programs.

§ 2. This local law takes effect immediately.

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| Proposed Int. No. 154-A By Council Members Cabán, Riley, Louis, Ayala, Ung, the Public Advocate (Mr. Williams), Stevens, Hanif, Won, Restler, Krishnan, Abreu, Marte, Hudson, Nurse, Williams, Yeger, Gutiérrez, Narcisse, Menin, Lee, De La Rosa, Richardson Jordan, Schulman, Avilés, Bottcher, Brewer, Sanchez and Farías A Local Law to amend the administrative code of the city of New York, in relation to requiring the office to end domestic and gender-based violence to create an online services portal and guide Be it enacted by the Council as follows:Section 1. Subchapter 8 of chapter 1 of title 3 of the administrative code of the city of New York is amended by adding a new section 3-186 to read as follows:§ 3-186 Online services portal and guide. a. 1. Within 180 days of the effective date of the local law that added this section, the office, in consultation with relevant agencies and relevant organizations, shall establish and maintain a publicly accessible online portal of services for survivors provided by relevant organizations and all relevant agencies in the city. The online portal shall be available in the designated citywide languages, as defined by section 23-1101, and shall organize such services by service category, which shall include, but not be limited to, child and youth, education, employment, health, housing, immigration, income, legal, counseling, safety planning, and transportation services. Information about the services within each such service category shall include, but not be limited to, the following:(a) The name, address, contact information, and website of the relevant agency or relevant organization that provides such service;(b) The specific population of survivors, if any, that such agency or organization serves;(c) The languages in which such service is provided by such agency or organization;(d) Whether such agency or organization provides such service in-person or remotely;(e) Whether and how such agency or organization and such service is accessible to persons with disabilities, including, but not limited to, providing services in American Sign Language;(f) How survivors may access such service from such agency or organization;(g) A clear and conspicuous link to any other relevant city-run websites and portals that provide information on survivor services located within the city, and a description of the types of such resources; and(h) Any additional information that the office deems relevant including, but not limited to, whether such organizations indicate that they provide culturally appropriate services.2. The office, in consultation with the office of information privacy, shall ensure the online portal as required by paragraph 1 of this subdivision is secure to protect the privacy of survivors who access and utilize such portal to obtain information about and apply for services.b. Within 180 days of the effective date of the local law that added this section, the office, in consultation with relevant agencies and relevant organizations, shall create and publish on its website a culturally appropriate guide, written in plain language, of services listed on the portal as required by paragraph 1 of subdivision a of this section, organized by service category. The office, in consultation with relevant agencies, including, but not limited to, the mayor’s office for people with disabilities, shall translate such guide in the designated citywide languages, as defined by section 23-1101, and in Braille, and distribute it to individuals and community-based organizations who may otherwise not have access to such guide or to the online portal required by paragraph 1 of subdivision a of this section. The office shall publish on its website, and in any hard copy of such guide, information about how such organizations may update the office about any changes in such services.c. The online portal, required by paragraph 1 of subdivision a of this section, and guide, required by subdivision b of this section, shall include a statement that for non-citizens, eligibility for programs and services may depend on a variety of factors, including immigration status, length of stay in the United States, state law relevant to the particular program or service, and characteristics of the particular program or service.d. Beginning 180 days after the effective date of the local law that added this section, and continuing thereafter, the office, in consultation with relevant agencies and relevant organizations, shall conduct culturally appropriate outreach in the designated citywide languages, as defined by section 23-1101, and in Braille to survivors regarding the availability of the online portal required by paragraph 1 of subdivision a of this section and the written guide required by subdivision b of this section.§ 2. This local law takes effect immediately.       NLB / BMLS #765410/19/2022 9:10p |

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| Res. No. 111 Resolution calling on New York State to pass legislation that would provide domestic violence survivors and their families with job-protected, paid leave, similar to that of New York State’s Paid Family Leave law, to be used for any activities relating to their actual or perceived status as a domestic violence survivor or family member of a domestic violence survivor. By Council Member Cabán, the Public Advocate (Mr. Williams) and Council Members Stevens, Hanif, Won, Restler, Krishnan, Abreu, Hudson, Nurse, Gutiérrez, Narcisse, Ung, Menin, Lee, Williams, De La Rosa, Richardson Jordan, Avilés, Schulman, Brewer, Sanchez, Farías and Riley Whereas, In 2018, the New York State (NYS) Office for the Prevention of Domestic Violence reported that domestic violence and sexual violence hotlines throughout NYS received 341,909 calls, including 81,062 from New York City (NYC), with approximately 5,244 hospital inpatient discharges and Emergency Department visits statewide identified as domestic violence-related events, an 84% increase as compared to similar data in 2017; and                     Whereas, From 2010 to 2018, in NYC there were 558 domestic violence homicide incidents, with 55 occurring in 2018, according to the NYC Domestic Violence Fatality Review Committee; and                      Whereas, Although domestic violence is highly prevalent in society, as evidenced by NYS and NYC statistics, many domestic violence survivors and their families are not provided with adequate paid time off to tend to their complex situations, often seeing their employment being drastically impacted; andWhereas, For example, the Institute for Women’s Policy Research’s 2018 survey on the impact of intimate partner violence (IPV) indicates that 83% of respondents reported that their abusive partners disrupted their ability to work, with those respondents reporting that: 70% were not able to have a job when they wanted or needed one; 53% lost a job because of abuse; 49% missed one or more days of work and 18% missed out on a promotion or raise; and Whereas, In addition, data from the National Violence Against Women Survey published by the Centers for Disease Control estimated that women victims of IPV lose a total of nearly eight million days of paid work annually as a result of IPV; and  Whereas, In 2016, NYS Governor Andrew Cuomo signed into law Paid Family Leave (PFL), with its official launch in 2018, providing eligible employees paid time off to: bond with a newly born, adopted or fostered child; care for a family member with a serious health condition; or assist loved ones when a spouse, domestic partner, child or parent is deployed abroad on active military service, while also including job protection, continued health insurance and protection from discrimination or retaliation; and                     Whereas, NYS’ PFL is funded by employee payroll deductions and offers its benefits through a four-year phase-in period, with phase one (2018) providing employees with eight weeks of PFL at 50% of their average weekly wage (AWW), capped at up to 50% of the Statewide Average Weekly Wage (SAWW), and phase four (2021), with employees receiving 12 weeks of PFL at 67% of their AWW, capped at up to 67% of SAWW; andWhereas, In an effort to help domestic violence survivors and their families, NYC passed the Earned Safe and Sick Time Act in 2017, requiring employers to provide employees who are victims of family offense matters, sexual offenses, stalking and human trafficking, and their family members, with up to 40 hours per calendar year of paid leave or unpaid leave, depending on employer size, to take time off to restore their physical, psychological and economic health or that of a family member; and                     Whereas, Although NYC’s law is beneficial, domestic violence survivors and their families may require a longer leave period and the assurance of paid leave, similar to the benefits provided by NYS’ PFL; and                     Whereas, Because NYS’ PFL is funded by employee deductions, employers do not bear the cost of providing these benefits to their employees; andWhereas, Providing domestic violence survivors and their families with job-protected, paid leave, similar to that of NYS’ PFL, would ensure that domestic violence survivors and their families properly heal from the abuse they have endured and receive the financial support, job-protection and protection from discrimination or retaliation that they require to deal with their complex situations, while also ensuring that the cost of such benefit does not fall on employers; now, therefore, be itResolved, That the Council of the City of New York calls on New York State to pass legislation that would provide domestic violence survivors and their families with job-protected, paid leave, similar to that of New York State’s Paid Family Leave law, to be used for any activities relating to their actual or perceived status as a domestic violence survivor or family member of a domestic violence survivor.     Session 12CPLS 33872/25/22 Session 11KKLS 12528                        |

1. NYC Mayor’s Office to End Domestic and Gender-Based Violence (hereinafter “ENDGBV”), *Introduction to Domestic Violence & GBV* (n.d.), *available at* <https://www1.nyc.gov/site/ocdv/services/introduction-to-domestic-violence-and-gender-based-violence.page>. [↑](#footnote-ref-2)
2. *Id.* [↑](#footnote-ref-3)
3. *Id.* [↑](#footnote-ref-4)
4. *Id.* [↑](#footnote-ref-5)
5. Domestic violence is one part of a larger continuum of issues related to gender-based violence, which includes intimate partner violence, family violence, sexual assault, stalking and human trafficking. *See* ENDGBV, *Introduction to Domestic Violence & GBV* (n.d.), *available at* <https://www1.nyc.gov/site/ocdv/services/introduction-to-domestic-violence-and-gender-based-violence.page>; *see also* Mayo Clinic, *Domestic Violence against Women: Recognize Patterns, Seek Help* (Feb. 25, 2020), *available at* <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/domestic-violence/art-20048397>. [↑](#footnote-ref-6)
6. IPV is the specific subset of DV involving individuals who are married, formerly married, have a child in common or have been involved in an intimate relationship. *See* Centers for Disease Control and Prevention, Intimate Partner Violence (n.d.), *available at* <https://www.cdc.gov/violenceprevention/intimatepartnerviolence/index.html>; World Health Organization, *Understanding and Addressing Domestic Violence: Intimate Partner Violence* (n.d.), a*vailable at* <http://apps.who.int/iris/bitstream/handle/10665/77432/WHO_RHR_12.36_en>. [↑](#footnote-ref-7)
7. World Health Organization, *Understanding and Addressing Violence Against Women* (2012), *available at* <http://apps.who.int/iris/bitstream/handle/10665/77432/WHO_RHR_12.36_eng.pdf?sequence=1>. [↑](#footnote-ref-8)
8. LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender and queer or questioning. Other variations of the acronym include but are not limited to other sexualities such as asexual, demisexual, genderqueer, gender fluid, graysexual, intersex, pansexual and unassigned at birth. *See* Michael Gold, *The ABCs of L.G.B.T.Q.I.A.+*, The New York Times (Jun. 21, 2018, updated Jun. 7, 2019), *available at* <https://www.nytimes.com/2018/06/21/style/lgbtq-gender-language.html>. [↑](#footnote-ref-9)
9. VAWnet: A project of the National Resource Center on Domestic Violence, “The Problem: DV in LGBTQ Communities & Barriers to Safety” (n.d.), *available at* <https://vawnet.org/sc/rates-and-prevalence-dv-lgbtq-communities>; *see also* Ashley Abramson, *How COVID-19 may increase domestic violence and child abuse*, Amer. Psych. Society (Apr. 8, 2020), *available at* <https://www.apa.org/topics/covid-19/domestic-violence-child-abuse>. [↑](#footnote-ref-10)
10. This Committee Report utilizes both the terms “victim” and “survivor” to reflect that both are used in the field and the context with which they are used by the source being cited. These terms, however, can take on similar but different meanings based on the jurisdiction or organization using them. *See e.g.,* RAINN, *Key Terms or Phrases* (n.d.), *available at* <https://www.rainn.org/articles/key-terms-and-phrases>. [↑](#footnote-ref-11)
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