**Plain Language Summary**

**Current Introduction Number:**

Int. No. 209-A

**Prime Sponsors:**

By Council Members Abreu, Restler, Hanif, Hudson, Sanchez, Stevens, Won, Schulman, Kagan, Ung, Barron, Ossé, Richardson Jordan, Cabán, Louis, Ayala, Narcisse, Krishnan, Rivera, Williams, Riley, Nurse, Avilés, Marte, Velázquez, Powers, Brannan, Brooks-Powers, Farías, De La Rosa, Menin, Gutiérrez, Gennaro, Lee and Mealy (in conjunction with the Queens Borough President)

**Bill Title:**

A local law to amend the administrative code of the city of New York, in relation to prohibiting discrimination on the basis of a person’s height or weight in employment, housing, and public accommodations

**Bill Summary:**

**This plain language summary is for informational purposes only and does not substitute for legal counsel. For more information, you should review the full text of the bill, which is available online at legistar.council.nyc.gov.**

This bill would prohibit discrimination on the basis of a person’s height or weight in employment, housing, and public accommodations. This bill would also create an exemption for employers needing to consider height or weight in employment decisions only where required by federal, state, or local laws or regulations or where the Commission on Human Rights permits such considerations because height or weight may prevent a person from performing essential requirements of a job and no alternative is available or this criteria is reasonably necessary for the normal operation of the business. This bill would similarly permit consideration of height or weight by operators or providers of public accommodations. Covered entities under this law would have an affirmative defense that their actions based on a person’s height or weight were reasonably necessary for normal operations.

**Effective Date:**

180 days after becoming law

**Legislative Impact:**

[ ]  **Agency Rulemaking Required**: Is City agency rulemaking required?

[ ]  **Report Required**: Is a report due to Council required?

[ ]  **Sunset Date Included**: Does the legislation have a sunset date?

[ ]  **Council Appointment Required**: Is an appointment by the Council required?

[ ]  **Other Appointment Required**: Are other appointments not by the Council required?

**Note:** In the full bill text online at legistar.council.nyc.gov, language in proposed consolidated laws that is enclosed by [brackets] would be deleted, and language that is underlined would be new. Language in proposed unconsolidated laws, in contrast, will not have brackets or underlining because it would be entirely new. Consolidation means that the law is placed in the New York City Charter or Administrative Code.

Session 12

AV/JG

LS 8748

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Session 11

BV

LS #13534/ LS #13537

Int. 2389-2021