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|  | **The Council of the City of New York**  **Finance Division**  **Latonia Mckinney, Director**  **Fiscal Impact Statement**  **Proposed Intro. No:**  630-A  **Committee:** Women |
| **Title:** A Local Law to amend the administrative code of the city of New York, in relation to creating an anti-sexual harassment rights and responsibilities poster | **Sponsors:** Council Members Cornegy, Cumbo, Rose, Rosenthal, Chin, Gibson, Powers and Constantinides |

**Summary of Legislation:** Proposed Intro. No. 630-A would require the New York City Commission on Human Rights (CCHR) to design an anti-sexual harassment rights and responsibilities poster. All employers in New York City would be required to display such poster in a conspicuous location where employees gather, with posters displayed in at least both English and Spanish. The poster would be made available online for employer reproduction. The bill would also require an information sheet on sexual harassment be distributed to employees at time of hire.

**Effective Date:** This local law would take effect 120 days after it becomes law, provided that the Commission on Human Rights would take all actions necessary for implementation prior to such date.

**Fiscal Year In Which Full Fiscal Impact Anticipated:** Fiscal 2019

**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 CCHR has the existing sexual harassment information, design capacity, and website resources to create and distribute the posters.

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

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

New York City Commission on Human Rights

**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. 630 on March 7, 2018 and referred to the Committee on Women. The legislation was subsequently amended and the amended version, Proposed Intro. No. 630-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. 630-A will be submitted to the full Council for a vote on April 11, 2018.

**Date Prepared:** April 8, 2018