



## Legislation Details (With Text)

**File #:** Int 0657-2018 **Version:** A **Name:** Stop Sexual Harassment in NYC Act - Expanding sexual harassment protections to all employees.

**Type:** Introduction **Status:** Enacted

**In control:** Committee on Civil and Human Rights

**On agenda:** 3/7/2018

**Enactment date:** 5/9/2018 **Enactment #:** 2018/098

**Title:** A Local Law to amend the administrative code of the city of New York, in relation to expanding sexual harassment protections to all employees

**Sponsors:** Keith Powers, Deborah L. Rose, Helen K. Rosenthal, Margaret S. Chin, Vanessa L. Gibson, Costa G. Constantinides, Antonio Reynoso, Ben Kallos, Adrienne E. Adams, Mathieu Eugene, Brad S. Lander, I. Daneek Miller, Carlina Rivera, Diana I. Ayala, Alicka Ampry-Samuel, Karen Koslowitz

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**Attachments:** 1. Summary of Int. No. 657-A, 2. Summary of Int. No. 657, 3. Int. No. 657, 4. Committee Report 2/28/18, 5. Hearing Testimony 2/28/18, 6. Hearing Transcript 2/28/18, 7. March 7, 2018 - Stated Meeting Agenda, 8. Hearing Transcript - Stated Meeting 03-07-18, 9. Minutes of the Stated Meeting - March 7, 2018, 10. Proposed Int. No. 657-A - 4/4/18, 11. Committee Report 4/9/18, 12. Hearing Testimony 4/9/18, 13. Hearing Transcript 4/9/18, 14. Committee Report - Stated Meeting, 15. April 11, 2018 - Stated Meeting Agenda, 16. Hearing Transcript - Stated Meeting 4-11-18, 17. Minutes of the Stated Meeting - April 11, 2018, 18. Int. No. 657-A (FINAL), 19. Fiscal Impact Statement, 20. Mayor's Letter, 21. Local Law 98

Date	Ver.	Action By	Action	Result
2/28/2018	*	Committee on Civil and Human Rights	Hearing on P-C Item by Comm	
2/28/2018	*	Committee on Civil and Human Rights	P-C Item Laid Over by Comm	
2/28/2018	*	Committee on Women and Gender Equity	Hearing on P-C Item by Comm	
2/28/2018	*	Committee on Women and Gender Equity	P-C Item Laid Over by Comm	
3/7/2018	*	City Council	Introduced by Council	
3/7/2018	*	City Council	Referred to Comm by Council	
4/9/2018	*	Committee on Civil and Human Rights	Hearing Held by Committee	
4/9/2018	*	Committee on Civil and Human Rights	Amendment Proposed by Comm	
4/9/2018	*	Committee on Civil and Human Rights	Amended by Committee	
4/9/2018	A	Committee on Civil and Human Rights	Approved by Committee	Pass
4/11/2018	A	City Council	Approved by Council	Pass
4/11/2018	A	City Council	Sent to Mayor by Council	
4/30/2018	A	Mayor	Hearing Held by Mayor	
5/9/2018	A	Mayor	Signed Into Law by Mayor	
5/10/2018	A	City Council	Recved from Mayor by Council	

Int. No. 657-A

By Council Members Powers, Rose, Rosenthal, Chin, Gibson, Constantinides, Reynoso, Kallos, Adams, Eugene, Lander, Miller, Rivera, Ayala, Ampry-Samuel and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to expanding sexual harassment protections to all employees

Be it enacted by the Council as follows:

Section 1. Subdivision 5 of section 8-102 of the administrative code of the city of New York is amended to read as follows:

5. For purposes of subdivisions one, two, three, eleven-a, twenty-two, subparagraph one of paragraph a of subdivision twenty-one, and paragraph e of subdivision twenty-one of section 8-107 of this chapter, the term "employer" does not include any employer with fewer than four persons in his or her employ, provided, however, that in an action for unlawful discriminatory practice based on a claim of gender-based harassment pursuant to subdivision one of section 8-107, the term "employer" shall include any employer, including those with fewer than four persons in their employ. For purposes of this subdivision, natural persons employed as independent contractors to carry out work in furtherance of an employer's business enterprise who are not themselves employers shall be counted as persons in the employ of such employer.

§ 2. Section 8-102 of the administrative code of the city of New York, as added by local law number 63 for the year 2018, is amended to read as follows:

Employer. For purposes of subdivisions 1, 2, 3, 11-a, and 22, subparagraph 1 of paragraph a of subdivision 21, and paragraph e of subdivision 21 of section 8-107, the term "employer" does not include any employer with fewer than four persons in the employ of such employer, provided however, that in an action for unlawful discriminatory practice based on a claim of gender-based harassment pursuant to subdivision one of section 8-107, the term "employer" shall include any employer, including those with fewer than four persons in their employ. For purposes of this definition, natural persons employed as independent contractors to carry out work in furtherance of an employer's business enterprise who are not themselves employers shall be counted as

persons in the employ of such employer.

§ 3. Section 1 of this local law takes effect immediately. Section 2 of this local law takes effect on the same effective date as section 3 of local law number 63 for the year 2018.

MMB / ACK  
LS # 5395  
3/30/2018 11:58am