



## Legislation Details (With Text)

**File #:** Int 0630-2018 **Version:** A **Name:** Stop Sexual Harassment in NYC Act - Creating an anti-sexual harassment rights and responsibilities poster.

**Type:** Introduction **Status:** Enacted  
**In control:** Committee on Women and Gender Equity

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

**Enactment date:** 5/9/2018 **Enactment #:** 2018/095

**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:** Robert E. Cornegy, Jr., Laurie A. Cumbo, Deborah L. Rose, Helen K. Rosenthal, Margaret S. Chin, Vanessa L. Gibson, Keith Powers, Costa G. Constantinides, Brad S. Lander, Diana I. Ayala, I. Daneek Miller, Adrienne E. Adams, Carlina Rivera, Karen Koslowitz

**Indexes:** Agency Rule-making Required

**Attachments:** 1. Summary of Int. No. 630-A, 2. Summary of Int. No. 630, 3. Int. No. 630, 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. 630-A - 4/4/18, 11. Committee Report 4/9/18, 12. Hearing Transcript 4/9/18, 13. April 11, 2018 - Stated Meeting Agenda, 14. Hearing Transcript - Stated Meeting 4-11-18, 15. Minutes of the Stated Meeting - April 11, 2018, 16. Int. No. 630-A (FINAL), 17. Fiscal Impact Statement, 18. Mayor's Letter, 19. Local Law 95

Date	Ver.	Action By	Action	Result
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	
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	
3/7/2018	*	City Council	Introduced by Council	
3/7/2018	*	City Council	Referred to Comm by Council	
4/9/2018	*	Committee on Women and Gender Equity	Hearing Held by Committee	
4/9/2018	*	Committee on Women and Gender Equity	Amendment Proposed by Comm	
4/9/2018	*	Committee on Women and Gender Equity	Amended by Committee	
4/9/2018	A	Committee on Women and Gender Equity	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. 630-A

By Council Members Cornegy, Cumbo, Rose, Rosenthal, Chin, Gibson, Powers, Constantinides, Lander, Ayala, Miller, Adams, Rivera and Koslowitz

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

Be it enacted by the Council as follows:

Section 1. Section 8-107 of the administrative code of the city of New York is amended by adding a new subdivision 29 to read as follows:

29. Anti-sexual harassment rights and responsibilities; poster. (a) Every employer must conspicuously display an anti-sexual harassment rights and responsibilities poster designed by the commission, in employee breakrooms or other common areas employees gather. Every employer at a minimum shall display such poster in English and in Spanish.

(b) The commission shall create a poster that sets forth in simple and understandable terms the following minimum requirements:

(1) An explanation of sexual harassment as a form of unlawful discrimination under local law;

(2) A statement that sexual harassment is also a form of unlawful discrimination under state and federal law;

(3) A description of sexual harassment, using examples;

(4) The complaint process available through, and directions on how to contact, the commission;

(5) The complaint process available through, and directions on how to contact, the state division of human rights;

(6) The complaint process available through, and directions on how to contact, the United States equal employment opportunity commission; and

(7) The prohibition against retaliation, pursuant to subdivision 7 of section 8-107.

(c) The size and style of the poster shall be at least 8 1/2 by 14 inches with a minimum 12 point type.

Such poster shall be made available in English and Spanish and any other language deemed appropriate by the commission, however, any such poster shall only contain one language.

(d) Any poster required pursuant to this section shall be made available on the commission's website for employers to download for legible color reproduction in English, Spanish and any other language deemed appropriate by the commission.

(e) The commission shall develop an information sheet on sexual harassment that employers shall distribute to individual employees at the time of hire. Such information sheet may be included in an employee handbook. Such information sheet shall contain, at a minimum, the same elements of paragraph (b) of this subdivision. The information sheet shall be made available in English and Spanish and any other language deemed appropriate by the commission.

§ 2. This local law takes effect 120 days after it becomes law; provided, however that the commission on human rights shall take all actions necessary for its implementation, including the promulgation of rules, before such date.

MMB / ACK

LS # 4988 and LS # 5089

4/3/2018 9:51pm