



## Legislation Text

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Int. No. 1693

By Council Members Chin, Ayala, Rosenthal, Rivera, Koslowitz, Gibson, Louis, Adams, Kallos, Eugene, Vallone and Rose

A Local Law in relation to establishing a task force to address and eliminate age discrimination in the workplace

Be it enacted by the Council as follows:

Section 1. a. There shall be established a task force to study age discrimination in the workplace, and to make recommendations within 12 months as to how the city, the New York city commission on human rights, and the department for the aging can establish mechanisms, resources and services to help address and eliminate age discrimination in the workplace.

b. The task force shall have 11 members as follows:

1. The commissioner of the New York city commission on human rights, or the commissioner's designee, who will serve as chair;

2. The commissioner for the department for the aging, or the commissioner's designee;

3. One designee from the department of small business services;

4. Four members appointed by the mayor, provided that at least one such member shall carry an economic background;

5. Four members appointed by the speaker of the council, including advocates from the aging and business communities.

c. Each member of the task force shall serve without compensation for a term of 12 months, to commence after the final member of the task force is appointed. All members shall be appointed within 60 days

after the effective date of this local law.

d. The task force shall consult with agencies and may consult with interested members of the public, including but not limited to members of the aging community in the city of New York.

e. The task force shall meet at least twice quarterly and shall hold at least one public meeting prior to submission of the plan required pursuant to subdivision g of this section to solicit public comment on instances and patterns of age discrimination and how to address and eliminate age discrimination in the workplace.

f. At least six months before the issuing of the task force's final report, the task force shall submit to the mayor, the speaker of the council, the commissioner for the New York city commission on human rights and the commissioner for the department for the aging an interim report on the task force's progress, including any preliminary data analyses and preliminary policy recommendations.

g. No later than 12 months after the final member of the task force is appointed, the task force shall submit to the mayor, the speaker of the council, the commissioner for the New York city commission on human rights and the commissioner for the department for the aging a report of recommendations to address and eliminate age discrimination in the workplace. In developing such recommendations, the task force shall consider the following:

1. Data and reports of age discrimination in the workplace, nationally, within the state, and within the city, including any trends in different industries, demographic differences, age ranges, reporting statistics, and any successful remedies, within this jurisdiction or any other;

2. Existing department policies across city agencies, guidelines and resources related to age discrimination and reporting by victims thereof;

3. Existing methods and procedures for reporting and responding to allegations of age discrimination in the workplace, within city agencies and across the city;

4. Existing training programs to help older adults identify and respond to perceived age discrimination, within city agencies and across the city; and

5. The level of coordination among appropriate city, state and federal agencies and other relevant organizations with regards to efforts to address and report age discrimination in the workplace.

h. Such report shall also include, at a minimum:

1. A comprehensive background of age discrimination in the workplace in New York City, including national, state, and local data assessed;

2. A survey of resources available within the city and the state to help individuals and organizations address age administration;

3. Recommendations on how to implement culturally competent age discrimination employee education in the workplace;

4. Recommendations on how to address and eliminate age discrimination in the workplace in the city, including any policy and legislative priorities and initiatives; and

5. An outline of the economic ramifications of ageism in the workplace for older adults, for businesses, and for the city.

i. The task force required pursuant to this section shall dissolve upon submission of the report required pursuant to subdivisions g and h of this section.

§ 2. This local law takes effect immediately.

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