STATE OF NEW YORK

3648

2025-2026 Regular Sessions

IN ASSEMBLY

January 29, 2025

Introduced by M. of A. SIMON -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to prohibiting retaliatory action by employers for the reporting of discrimination violations

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Subdivision 2 of section 740 of the labor law, as amended by chapter 522 of the laws of 2021, is amended to read as follows:

2. Prohibitions. An employer shall not take any retaliatory action against an employee, whether or not within the scope of the employee's job duties, because such employee does any of the following:

(a) discloses, or threatens to disclose to a supervisor or to a public body an activity, policy or practice of the employer that the employee reasonably believes is in violation of law, rule or regulation or that the employee reasonably believes poses a substantial and specific danger to the public health or safety**, or which constitutes discrimination in violation of article fifteen of the executive law**;

(b) provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any such activity, policy or practice by such employer; [~~or~~]

(c) objects to, or refuses to participate in any such activity, policy or practice**; or**

(d) files a complaint with such employer alleging discrimination in violation of article fifteen of the executive law, or files a complaint pursuant to a policy adopted or established by such employer as required by section two hundred one-g of this chapter.

§ 2. This act shall take effect immediately.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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