

S T A T E   O F   N E W   Y O R K

10010

I N   A S S E M B L Y

February 24, 2010

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

AN ACT to amend the labor law, in relation to establishing the sex  
offender employment check act to require certain employers to access  
the sex offender registry prior to the commencement of work by employ-  
ees for certain positions with substantial contact with children; and  
to amend the correction law, in relation to prohibiting registered sex  
offenders from working with children

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEM-  
BLY, DO ENACT AS FOLLOWS:

Section 1. The labor law is amended by adding a new article 32 to read  
as follows:

ARTICLE 32

SEX OFFENDER EMPLOYMENT CHECK ACT

SECTION 930. SHORT TITLE.

931. DEFINITIONS.

932. REQUIREMENT TO CHECK SEX OFFENDER REGISTRY.

933. PENALTIES.

S 930. SHORT TITLE. THIS ACT SHALL BE KNOWN AND MAY BE CITED AS THE  
"SEX OFFENDER EMPLOYMENT CHECK ACT".

S 931. DEFINITIONS. 1. "SUBSTANTIAL CONTACT WITH CHILDREN" AS USED IN  
THIS ARTICLE SHALL MEAN WORKING WITH CHILDREN, HAVING OPPORTUNITY TO BE  
ALONE WITH CHILDREN, SPENDING TIME SPECIFICALLY WITH CHILDREN, PERFORM-  
ING FOR CHILDREN OR ANY OTHER ACTIVITY THAT IS TARGETED TO INVOLVE CHIL-  
DREN.

2. "EMPLOYER" AS USED IN THIS ARTICLE SHALL MEAN ANY PERSON, FIRM,  
LIMITED LIABILITY COMPANY, ORGANIZATION, GOVERNMENT ENTITY, ASSOCIATION  
OR CORPORATION.

S 932. REQUIREMENT TO CHECK SEX OFFENDER REGISTRY. 1. (A) EVERY  
EMPLOYER WHICH EMPLOYS INDIVIDUALS OR ACCEPTS VOLUNTEERS FOR POSITIONS,  
WHICH BY THE INHERENT NATURE OF THE POSITION PLACES THE POTENTIAL  
EMPLOYEE OR VOLUNTEER IN SUBSTANTIAL CONTACT WITH CHILDREN, SHALL BE  
REQUIRED TO ASCERTAIN WHETHER A POTENTIAL EMPLOYEE OR VOLUNTEER SEEKING  
TO ASSUME SUCH A POSITION, IS LISTED ON THE STATE SEX OFFENDER REGISTRY

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

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1 PURSUANT TO ARTICLE SIX-C OF THE CORRECTION LAW AND/OR WHETHER SUCH  
2 POTENTIAL EMPLOYEE OR VOLUNTEER IS LISTED ON THE STATEWIDE CENTRAL  
3 REGISTRY OF CHILD ABUSE AND MALTREATMENT PRIOR TO THE DAY SUCH POTENTIAL  
4 EMPLOYEE OR VOLUNTEER COMMENCES WORK FOR THE EMPLOYER AND ANNUALLY THERE-  
5 AFTER.

6 (B) EVERY EMPLOYER SHALL BE PROVIDED ACCESS TO THE STATEWIDE CENTRAL  
7 REGISTRY OF CHILD ABUSE AND MALTREATMENT FOR THE PURPOSE OF PERFORMING A  
8 BACKGROUND CHECK FOR ANY CONVICTIONS OF SEXUAL ABUSE OF A CHILD.

9 2. EXAMPLES OF SUCH POSITIONS INCLUDE, BUT ARE NOT LIMITED TO:

10 (A) ANY POSITION IN A SCHOOL INCLUDING TEACHERS, TEACHER-AIDES, ADMIN-  
11 ISTRATORS, ASSISTANTS, CAFETERIA WORKERS, JANITORS, NURSES OR ANY OTHER  
12 PERSON WORKING IN A SCHOOL THAT WOULD HAVE CONTACT WITH THE CHILDREN  
13 ATTENDING A SCHOOL;

14 (B) ANY POSITION IN A CHILD-CARE FACILITY;

15 (C) ANY RECREATIONAL POSITION SUCH AS A COACH, MARTIAL ARTS INSTRU-  
16 TOR, BOY OR GIRL SCOUT LEADER, CAMP COUNSELOR, LIFEGUARD, INSTRUCTOR OR  
17 ANY OTHER RECREATIONAL POSITION IN A PARK, PLAYGROUND, AMUSEMENT PARK,  
18 POOL OR ANY OTHER FACILITY THAT WOULD ALLOW SUBSTANTIAL CONTACT WITH  
19 CHILDREN; OR

20 (D) ANY STORE OR RESTAURANT THAT IS SPECIFICALLY TARGETED TOWARDS  
21 CHILDREN SUCH AS A TOY STORE OR CHILDREN'S THEME RESTAURANT.

22 S 933. PENALTIES. 1. ANY EMPLOYER WHO FAILS TO COMPLY WITH THE  
23 PROVISIONS OF THIS ARTICLE SHALL BE LIABLE FOR A CIVIL PENALTY NOT TO  
24 EXCEED TWO HUNDRED FIFTY DOLLARS FOR THE FIRST VIOLATION, TWENTY-FIVE  
25 HUNDRED DOLLARS FOR A SECOND VIOLATION AND FIVE THOUSAND DOLLARS FOR A  
26 THIRD AND ALL SUBSEQUENT VIOLATIONS, IN ADDITION TO ANY OTHER DAMAGES  
27 FOR WHICH AN EMPLOYER MAY BE LIABLE PURSUANT TO ANY OTHER PROVISION OF  
28 LAW. EACH FAILURE TO ASCERTAIN WHETHER A POTENTIAL EMPLOYEE OR VOLUNTEER  
29 IS REQUIRED TO MAINTAIN REGISTRATION ON THE STATE SEX OFFENDER REGISTRY  
30 OR IS LISTED ON THE STATEWIDE CENTRAL REGISTRY OF CHILD ABUSE AND  
31 MALTREATMENT SHALL CONSTITUTE A VIOLATION. THE ATTORNEY GENERAL MAY  
32 BRING AN ACTION IN THE SUPREME COURT AGAINST ANY PERSON OR PERSONS  
33 ALLEGED TO HAVE VIOLATED THE PROVISIONS OF THIS ARTICLE. SUCH PENALTIES  
34 SHALL BE PAID TO THE COMMISSIONER FOR DEPOSIT IN THE TREASURY OF THE  
35 STATE.

36 2. ANY EMPLOYER WHO VIOLATES, OR IF THE EMPLOYER IS A CORPORATION, THE  
37 OFFICERS OF A CORPORATION AND STOCKHOLDERS HOLDING TEN PERCENT OR MORE  
38 OF THE STOCK OF SUCH CORPORATION WHICH IS NOT PUBLICLY TRADED WHO KNOW-  
39 INGLY PERMIT THE CORPORATION TO VIOLATE, OR WHO WILLFULLY AND INTEN-  
40 TIONALLY VIOLATES THE PROVISIONS OF THIS ARTICLE SHALL, FOR ALL THIRD  
41 AND SUBSEQUENT VIOLATIONS AND UPON CONVICTION THEREOF, BE GUILTY OF A  
42 CLASS B MISDEMEANOR.

43 S 2. Section 168-w of the correction law, as relettered by chapter 604  
44 of the laws of 2005, is relettered section 168-x and a new section 168-w  
45 is added to read as follows:

46 S 168-W. SEX OFFENDERS PROHIBITED FROM WORKING WITH CHILDREN. 1. NO  
47 PERSON REQUIRED TO MAINTAIN REGISTRATION UNDER THIS ARTICLE SHALL BE  
48 ALLOWED TO ACCEPT A POSITION, EITHER AS PAID EMPLOYMENT OR A VOLUNTEER  
49 POSITION, WHICH BY THE INHERENT NATURE OF THE POSITION PLACES THE PERSON  
50 IN SUBSTANTIAL CONTACT WITH CHILDREN. THIS SECTION SHALL ALSO APPLY TO  
51 ANY PERSON SEEKING A PERMIT OR PERMISSION TO EXECUTE ANY ACTIVITY OR  
52 PERFORMANCE THAT WOULD PRESENT DIRECT CONTACT WITH CHILDREN.

53 2. EXAMPLES OF SUCH POSITIONS INCLUDE, BUT ARE NOT LIMITED TO:

54 (A) ANY POSITION IN A SCHOOL INCLUDING TEACHERS, TEACHERS-AIDES,  
55 ADMINISTRATORS, ASSISTANTS, CAFETERIA WORKERS, JANITORS, NURSES OR ANY

1 OTHER PERSON WORKING IN A SCHOOL THAT WOULD HAVE CONTACT WITH THE CHIL-  
2 DREN ATTENDING A SCHOOL;  
3 (B) ANY POSITION IN A CHILD-CARE FACILITY;  
4 (C) ANY RECREATIONAL POSITION SUCH AS A COACH, MARTIAL ARTS INSTRU-  
5 TOR, BOY OR GIRL SCOUT LEADER, CAMP COUNSELOR, LIFEGUARD, INSTRUCTOR OR  
6 ANY OTHER RECREATIONAL POSITION IN A PARK, PLAYGROUND, AMUSEMENT PARK,  
7 POOL OR ANY OTHER FACILITY THAT WOULD ALLOW SUBSTANTIAL CONTACT WITH  
8 CHILDREN; OR  
9 (D) ANY STORE OR RESTAURANT THAT IS SPECIFICALLY TARGETED TOWARDS  
10 CHILDREN SUCH AS A TOY STORE OR CHILDREN'S THEME RESTAURANT.  
11 3. EMPLOYERS SHALL BE PROVIDED ACCESS TO THE STATEWIDE CENTRAL REGIS-  
12 TRY OF CHILD ABUSE AND MALTREATMENT FOR THE PURPOSE OF PERFORMING A  
13 BACKGROUND CHECK FOR ANY CONVICTIONS OF SEXUAL ABUSE OF A CHILD. EVERY  
14 EMPLOYER SHALL CHECK ANY POTENTIAL EMPLOYEES OR VOLUNTEERS SEEKING TO  
15 ASSUME A POSITION THAT WILL ALLOW SUBSTANTIAL CONTACT WITH CHILDREN  
16 AGAINST BOTH THE STATEWIDE CENTRAL REGISTRY OF CHILD ABUSE AND MALTREAT-  
17 MENT AND THE REGISTERED SEX OFFENDERS DATABASE TO ASCERTAIN IF SAID  
18 PERSON HAS A CONVICTION FOR SEXUAL ABUSE OF A CHILD.  
19 4. "SUBSTANTIAL CONTACT WITH CHILDREN" AS USED IN THIS SECTION SHALL  
20 MEAN WORKING WITH CHILDREN, HAVING OPPORTUNITY TO BE ALONE WITH CHIL-  
21 DREN, SPENDING TIME SPECIFICALLY WITH CHILDREN, PERFORMING FOR CHILDREN  
22 OR ANY OTHER ACTIVITY THAT IS TARGETED TO INVOLVE CHILDREN.  
23 5. "EMPLOYER" AS USED IN THIS SECTION SHALL MEAN AND INCLUDE ANY  
24 PERSON, FIRM, LIMITED LIABILITY COMPANY, ORGANIZATION, GOVERNMENT ENTI-  
25 TY, ASSOCIATION AND CORPORATION.  
26 6. (A) ANY REGISTERED SEX OFFENDER WHO SEEKS OR ACCEPTS A POSITION IN  
27 VIOLATION OF THIS SECTION SHALL BE GUILTY OF A CLASS A MISDEMEANOR UPON  
28 THE FIRST CONVICTION THEREOF, AND UPON A SECOND OR SUBSEQUENT CONVICTION  
29 THEREOF SHALL BE GUILTY OF A CLASS D FELONY.  
30 (B) ANY EMPLOYER OR ORGANIZATION THAT KNOWINGLY EMPLOYS A SEX OFFENDER  
31 IN VIOLATION OF THIS SECTION SHALL, UPON CONVICTION, BE GUILTY OF A  
32 CLASS A MISDEMEANOR.  
33 S 3. This act shall take effect on the first of November next succeed-  
34 ing the date on which it shall have become a law.