AN ACT to amend the public health law, in relation to enacting the Crohn's and colitis fairness act

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

Section 1. This act shall be known and may be cited as the "Crohn's and colitis fairness act".

Section 2. The public health law is amended by adding a new article 19 to read as follows:

    ARTICLE 19
    CROHN'S AND COLITIS FAIRNESS ACT

    SECTION 1900. DEFINITION. AS USED IN THIS ARTICLE, "ELIGIBLE MEDICAL CONDITION" MEANS CROHN'S DISEASE, ULCERATIVE COLITIS, ANY OTHER INFLAMMATORY BOWEL DISEASE, IRRITABLE BOWEL SYNDROME OR ANY OTHER MEDICAL CONDITION THAT REQUIRES IMMEDIATE ACCESS TO A TOILET FACILITY.

    SECTION 1901. ACCESS TO RESTROOM FACILITIES. A PLACE OF BUSINESS OPEN TO THE GENERAL PUBLIC FOR THE SALE OF GOODS OR SERVICES THAT HAS A TOILET FACILITY FOR ITS EMPLOYEES SHALL ALLOW ANY INDIVIDUAL WHO IS LAWFULLY ON THE PREMISES OF SUCH PLACE OF BUSINESS TO USE THAT TOILET FACILITY DURING NORMAL BUSINESS HOURS, EVEN IF THE PLACE OF BUSINESS DOES NOT NORMALLY MAKE THE EMPLOYEE TOILET FACILITY AVAILABLE TO THE PUBLIC, PROVIDED THAT ALL OF THE FOLLOWING CONDITIONS ARE MET:

1. THE INDIVIDUAL REQUESTING THE USE OF THE EMPLOYEE TOILET FACILITY HAS AN ELIGIBLE MEDICAL CONDITION OR UTILIZES AN OSTOMY DEVICE, PROVIDED THAT THE PLACE OF BUSINESS MAY REQUIRE THE INDIVIDUAL TO PRESENT REASON--EXPLANATION--MATTER IN ITALICS (UNDERScoreD) IS NEW; MATTER IN BRACKETS [ ] IS OLD LAW TO BE OMITTED.
ABLE EVIDENCE THAT THE INDIVIDUAL HAS AN ELIGIBLE MEDICAL CONDITION OR
USES AN OSTOMY DEVICE;
2. TWO OR MORE EMPLOYEES OF THE PLACE OF BUSINESS ARE WORKING AT THE
TIME THE INDIVIDUAL REQUESTS USE OF THE EMPLOYEE TOILET FACILITY;
3. THE EMPLOYEE TOILET FACILITY IS NOT LOCATED IN AN AREA WHERE
PROVIDING ACCESS WOULD CREATE AN OBVIOUS HEALTH OR SAFETY RISK TO THE
REQUESTING INDIVIDUAL OR CREATE AN OBVIOUS SECURITY RISK TO THE PLACE OF
BUSINESS;
4. USE OF THE TOILET FACILITY WOULD NOT CREATE AN OBVIOUS HEALTH OR
SAFETY RISK TO THE REQUESTING INDIVIDUAL; AND
5. A PUBLIC RESTROOM IS NOT IMMEDIATELY ACCESSIBLE TO THE REQUESTING
INDIVIDUAL.
S 1902. REQUIRED CHANGES. NOTHING IN SECTION NINETEEN HUNDRED ONE OF
THIS ARTICLE SHALL BE CONSTRUED AS REQUIRING A PLACE OF BUSINESS OPEN TO
THE GENERAL PUBLIC FOR THE SALE OF GOODS OR SERVICES THAT HAS A TOILET
FACILITY FOR ITS EMPLOYEES TO MAKE ANY PHYSICAL CHANGES TO AN EMPLOYEE
TOILET FACILITY.
S 3. This act shall take effect on the one hundred twentieth day after
it shall become law, provided that effective immediately, the addition,
amendment and/or repeal of any rule or regulation necessary for the
implementation of this act on its effective date are authorized and
directed to be made and completed on or before such effective date.