

STATE OF NEW YORK

10557

IN ASSEMBLY

May 4, 2018

Introduced by M. of A. PAULIN -- read once and referred to the Committee on Governmental Operations

AN ACT to amend the legislative law, in relation to sexual harassment training and penalties for lobbyists

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

1 Section 1. Section 1-c of the legislative law is amended by adding a
2 new subdivision (x) to read as follows:

3 (x) The term "sexual harassment" shall include unwelcome advances,
4 requesting sexual favors, or other verbal or physical conduct of a sexu-
5 al nature if such conduct is made either explicitly or implicitly a term
6 or condition of employment, or submission to or rejection of such
7 conduct is used as the basis for employment decisions affecting an indi-
8 vidual's employment, or such conduct has the purpose or effect of unrea-
9 sonably interfering with an individual's work performance or creating an
10 intimidating, hostile, or offensive work environment, even if the
11 complaining individual is not the intended target of the sexual harass-
12 ment.

13 § 2. Section 1-o of the legislative law is amended by adding a new
14 subdivision (e) to read as follows:

15 (e)(i) Any lobbyist who is found guilty of sexual harassment shall be
16 subjected to a civil penalty not to exceed twenty-five thousand dollars.

17 (ii) Any lobbyist who is found guilty of sexual harassment, after
18 having been found guilty for sexual harassment by the commission may be
19 subject to a determination that the lobbyist is prohibited from engaging
20 in lobbying or lobbying activities, as that term is defined in paragraph
21 (v) of subdivision (c) of section one-c of this article, for a period of
22 one year.

23 (iii) All monies recovered by the attorney general or received by the
24 commission from the assessment of civil penalties authorized by this
25 section shall be deposited to the general fund.

26 § 3. Section 1-r of the legislative law, as added by chapter 2 of the
27 laws of 1999 and as relettered by chapter 1 of the laws of 2005, is
28 amended to read as follows:

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

LBD15557-03-8

§ 1-r. Publication of statement on lobbying regulations. The commission shall publish a statement on lobbying regulations setting forth the requirements of this article in a clear and brief manner. Such statement shall contain an explanation of the registration and filing requirements and the penalties for violation thereof, along with the statement about the impermissibility of sexual harassment, together with such other information as the commission shall determine, and copies thereof shall be made available to the public at convenient locations throughout the state.

§ 4. Sections 1-u and 1-v of the legislative law, section 1-v as relettered by chapter 1 of the laws of 2005, are relettered sections 1-w and 1-x and two new sections 1-u and 1-v are added to read as follows:

§ 1-u. Sexual harassment. No lobbyist shall commit an act of sexual harassment while engaging in lobbying or lobbying activities.

§ 1-v. Prevention of sexual harassment by lobbyists. (a) For purposes of this section, "lobbyist" shall mean every person or organization retained, employed, or designated by any client to engage in lobbying.

(b) Every organization which employs a lobbyist shall have in place an anti-sexual harassment policy consistent with current state and federal statutory provisions. Such sexual harassment policy shall be widely distributed and be made available to every employee and shall be included in every new employee orientation.

(c) Every organization which employs a lobbyist shall conduct appropriate yearly anti-sexual harassment training. Such training shall be no less than two hours in length, shall be interactive and shall: (i) define sexual harassment; (ii) provide examples of conduct that would be defined as unlawful sexual harassment; (iii) include but not be limited to information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment; and (iv) inform employees of their rights to redress and the availability and forms of complaint resolution assistance.

(d) A clause shall be inserted in the statement of registration required by section one-e of this article, certifying: (i) the organization employing such lobbyist has adopted an anti-sexual harassment policy; (ii) such policy has been delivered to each new employee of such organization; (iii) such policy has been widely distributed and made available to all employees; and (iv) anti-sexual harassment training has been conducted.

(e) If any lobbyist fails to certify pursuant to subdivision (d) of this section, such lobbyist shall have sixty days to cure such defect. If after sixty days the defect has not been cured, the lobbyist shall be prohibited from appearing before the legislature until the defect is cured. The joint commission on public ethics shall prepare and deliver to the governor, the temporary president of the senate and the speaker of the assembly an annual report in September of each year which identifies the number of lobbyists who, as of September of each year, have failed to comply with subdivision (d) of this section and are prohibited from appearing before the legislature until the defect is cured. The joint commission on public ethics shall prepare and deliver to the governor, the temporary president of the senate and the speaker of the assembly an annual report in September of each year which identifies the number of lobbyists who, as of September of each year, have failed to comply with subdivision four of this section and are prohibited from appearing before the legislature.

§ 5. This act shall take effect immediately.