STATE OF NEW YORK

7685

IN SENATE

February 8, 2018

Introduced by Sen. MURPHY -- read twice and ordered printed, and when printed to be committed to the Committee on Investigations and Government Operations

AN ACT to amend the executive law, in relation to unlawful discriminatory practices based upon delays in reporting workplace sexual harassment

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 "no right time to act" act.

§ 2. Subdivision 1 of section 296 of the executive law is amended by adding a new paragraph (h) to read as follows:

(h) For any employer, labor organization or employment agency to discharge, expel or otherwise discriminate against any person because he or she has delayed in reporting or filing a compliant regarding sexual harassment in the workplace. As used in this paragraph "sexual harassment" means an unlawful discriminatory practice on the basis of sex that is based on unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature.

§ 3. This act shall take effect on the thirtieth day after it shall have become a law.

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

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