STATE OF NEW YORK

8415

IN SENATE

May 7, 2018

Introduced by Sen. BENJAMIN -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring public employers to provide bi-annual anti-bias and inclusion training

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

Section 1. The labor law is amended by adding a new section 201-h to read as follows:

§ 201-h. Anti-bias and inclusion training. 1. All public employers and state contractors shall provide mandatory bi-annual anti-bias and inclusion training, as described in subdivision two of this section, to all employees. Such training shall also be offered to private sector employees who are front-line service professionals.

2. Such anti-bias and inclusion training shall include, but shall not be limited to: (a) general discussions about diversity and bias, including unconscious bias; (b) tools to create an inclusive and respectful work environment; (c) examination of employee's own personal biases; and (d) identification of ways to respond to discrimination and bias.

3. For purposes of this section, the term "front-line service professionals" means any employee that deals directly with customers.

4. The commissioner may promulgate rules and regulations as he or she deems necessary for the purposes of carrying out the provisions of this section.

§ 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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