

# STATE OF NEW YORK

S. 5132

A. 7139

2019-2020 Regular Sessions

## SENATE - ASSEMBLY

April 10, 2019

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

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

AN ACT to amend the labor law, in relation to requiring employers to  
obtain an acknowledgement of receipt from employees of their sexual  
harassment prevention policy and sexual harassment prevention training  
program in writing in English and in employees' primary languages

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

1 Section 1. Subdivision 3 of section 201-g of the labor law is renum-  
2 bered subdivision 4 and a new subdivision 3 is added to read as follows:

3 3. a. Each time an employer provides his or her employees with written  
4 notice of such employer's sexual harassment prevention policy and infor-  
5 mation presented at such employer's sexual harassment prevention train-  
6 ing program, the employer shall obtain from the employee a signed and  
7 dated written acknowledgement, in English and in the primary language of  
8 the employee, of receipt of this notice, which the employer shall  
9 preserve and maintain for six years. Such acknowledgement shall include  
10 an affirmation by the employee that the employee accurately identified  
11 his or her primary language to the employer, and that the notice  
12 provided by the employer to such employee pursuant to this subdivision  
13 was in the language so identified or if such notice is not available  
14 from the commissioner in the employee's primary language, was provided  
15 to the employee in English, and shall conform to any additional require-  
16 ments established by the commissioner with regard to content and form.

17 b. Every employer shall notify his or her employees in writing of any  
18 changes to his or her sexual harassment prevention policy or to the  
19 information presented in his or her sexual harassment prevention train-

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

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1 ing program, at least seven calendar days prior to the time of such  
2 changes.

3 § 2. This act shall take effect on the ninetieth day after it shall  
4 have become a law. Effective immediately the addition, amendment and/or  
5 repeal of any rule or regulation necessary for the implementation of  
6 this act on its effective date are authorized to be made and completed  
7 on or before such effective date.