

# STATE OF NEW YORK

3643--A

2019-2020 Regular Sessions

## IN ASSEMBLY

January 30, 2019

Introduced by M. of A. SIMOTAS, QUART, PAULIN, SEAWRIGHT, M. G. MILLER, LENTOL, GOTTFRIED, THIELE, CRUZ, STIRPE, SIMON, ZEBROWSKI, CYMBROWITZ, STERN, GLICK, FERNANDEZ, MAGNARELLI, EPSTEIN, BRAUNSTEIN, GALEF, MOSLEY -- read once and referred to the Committee on Codes -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the civil practice law and rules, in relation to the disclosure of certain settlements to the civil rights bureau of the attorney general's office

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

Section 1. The civil practice law and rules is amended by adding a new section 5003-c to read as follows:

§ 5003-c. Settlements related to discrimination, sexual harassment or sexual assault. 1. An individual or institution settling a claim related to allegations of discrimination, sexual harassment or sexual assault shall disclose records of the settlement to the civil rights bureau of the attorney general's office for the purposes of identifying evidence of repeated or persistent unlawful discrimination. For the purposes of this section, the following terms shall have the following meanings:

a. "Claim" shall include any legal cause of action or complaint reported to an individual's employer or filed with a federal, state, or local agency.

b. "Records" shall mean any and all written agreements resolving a claim and any and all written complaints or written reports of the allegations.

c. "Discrimination" shall mean any discriminatory act prohibited under the civil rights law, article fifteen of the executive law or applicable federal or local anti-discrimination laws.

d. "Sexual harassment" shall mean unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct on the basis of

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

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1 an individual's gender or perceived gender when submission to or  
2 rejection of such conduct, explicitly or implicitly, affects an individ-  
3 ual's employment, unreasonably interferes with an individual's work  
4 performance or creates an intimidating, hostile or offensive work envi-  
5 ronment without regard to actual economic injury to or discharge of the  
6 individual.

7 e. "Sexual assault" shall mean unwanted sexual contact.

8 2. A claimant entering a settlement related to allegations of discrim-  
9 ination, sexual harassment or sexual assault shall be provided with a  
10 document describing their rights issued by the attorney general's office  
11 and offered the option to request that the civil rights bureau contact  
12 them about their claim.

13 3. The attorney general's office shall maintain confidential records  
14 of all information disclosed under this section.

15 4. Records shall be safeguarded from coming to the knowledge of and  
16 from inspection or examination by any person other than the attorney  
17 general or other designated officials in the bureau for the performance  
18 of their official duties. Authorized persons shall not divulge informa-  
19 tion contained therein without the written consent of the attorney  
20 general. The authorized disclosure of any such information shall not  
21 contain any individually identifiable information for a settling plain-  
22 tiff.

23 5. An individual or institution which fails to comply with subdivision  
24 one or two of this section shall after notice of said failure served by  
25 the attorney general by certified mail, return receipt requested, be  
26 liable to the state of New York for a fine not to exceed one thousand  
27 dollars for each failure to comply after the expiration of the thirty  
28 day period following the receipt of the notice from the attorney gener-  
29 al, except that the time to comply may be extended by the attorney  
30 general. Where the attorney general, after such thirty day period has  
31 expired, finds that the failure to comply with subdivision one or two of  
32 this section is due to excusable ignorance or inadvertence or other  
33 reasonable cause, the attorney general shall waive the fine imposed by  
34 this subdivision.

35 § 2. This act shall take effect immediately.