STATE OF NEW YORK

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8075

2019-2020 Regular Sessions

IN ASSEMBLY

May 31, 2019
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Introduced by M. of A. NIOU -- read once and referred to the Committee
    on Labor

AN ACT to amend the labor law, in relation to requiring employers to
    submit an affirmative acknowledgement of implementing a sexual harass-
    ment prevention policy which meets or exceeds the minimum standards

    **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, as added
2 by section 1 of subpart E of part KK of chapter 57 of the laws of 2018,
3 is amended to read as follows:
4   3. *a. The department shall consult with the division of human rights*
5 *to create a system for every employer to affirmatively acknowledge that*
6 *the employer has met or exceeded the sexual harassment prevention policy*
7 *minimum standards required by this section and the regulations promul-*
8 *gated by the commissioner in accordance with this section.*
9   *b. Each employer shall submit to the department an affirmative*
10 *acknowledgement that the employer has met or exceeded the sexual harass-*
11 *ment prevention policy minimum standards required by this section and*
12 *the regulations promulgated by the commissioner in accordance with this*
13 *section upon the completion of the employer's annual sexual harassment*
14 *prevention training and upon the completion of the sexual harassment*
15 *prevention training if any person newly hired by the employer. The*
16 *employer shall use the system created by the department under paragraph*
17 *a of this subdivision to submit the affirmative acknowledgements*
18 *required by this paragraph.*
19   *4.* The commissioner [may] *shall* promulgate regulations [as he or she
20 deems necessary] for the purposes of carrying out the provisions of this
21 section.
22   § 2. This act shall take effect on the sixtieth day after it shall
23 have become a law.

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

                                                         LBD10906-01-9