STATE OF NEW YORK

1336

2019-2020 Regular Sessions

IN SENATE

January 14, 2019

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

AN ACT to amend the civil rights law, in relation to the right to be free from harassment and discrimination

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

Section 1. Subdivision 2 of section 40-c of the civil rights law, as amended by chapter 2 of the laws of 2002, is amended to read as follows:

2. No person shall, because of [~~race, creed, color, national origin, sex,~~] **a person's immutable attribute, characteristic or trait, or based upon their religious belief,** marital status[~~, sexual orientation~~] or disability, as such term is defined in section two hundred ninety-two of the executive law, be subjected to any discrimination in his or her civil rights, or to any harassment, as defined in section 240.25 of the penal law, in the exercise thereof, by any other person or by any firm, corporation or institution, or by the state or any agency or subdivision of the state **provided that, this section shall not apply where a person's immutable attribute, characteristic or trait, or based upon their religious belief, marital status or disability, as such term is defined in section two hundred ninety-two of the executive law, or other immutable characteristic, trait, or requirements of adherence to religious belief, interferes, in whole or in part, with such person's ability to meet employment requirements**.

§ 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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