STATE OF NEW YORK

215--B

2019-2020 Regular Sessions

IN SENATE

(Prefiled)

January 9, 2019

Introduced by Sen. BENJAMIN -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the executive law, in relation to requiring the division of human rights to develop an anti-bias and inclusion training program

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

Section 1. The executive law is amended by adding a new section 296-e to read as follows:

§ 296-e. Anti-bias and inclusion training program. 1. The division shall develop a training program for all employees of the office of parks, recreation and historic preservation, the Olympic regional development authority, and the department of environmental conservation and all private contractors working for the state at such agencies who perform public-facing functions. For purposes of this section the term "public-facing function" shall mean job functions that require interaction and communication with the public.

2. All employees and private contractors described in subdivision one of this section shall complete such training program biannually.

3. Such anti-bias and inclusion training program 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.

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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