

# STATE OF NEW YORK

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459

2021-2022 Regular Sessions

## IN SENATE

(Prefiled)

January 6, 2021

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Introduced by Sens. BIAGGI, GOUNARDES, HOYLMAN, SALAZAR -- read twice  
and ordered printed, and when printed to be committed to the Committee  
on Labor

AN ACT to amend the labor law, in relation to bystander intervention  
training

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

1 Section 1. Paragraph a of subdivision 2 of section 201-g of the labor  
2 law, as added by section 1 of subpart E of part KK of chapter 57 of the  
3 laws of 2018, is amended to read as follows:

4 a. Such model sexual harassment prevention training program shall be  
5 interactive and include: (i) an explanation of sexual harassment  
6 consistent with guidance issued by the department in consultation with  
7 the division of human rights; (ii) examples of conduct that would  
8 constitute unlawful sexual harassment; (iii) information concerning the  
9 federal and state statutory provisions concerning sexual harassment and  
10 remedies available to victims of sexual harassment; [~~and~~] (iv) informa-  
11 tion concerning employees' rights of redress and all available forums  
12 for adjudicating complaints; and (v) bystander intervention training  
13 that includes information and practical guidance on how to enable  
14 bystanders to recognize potentially problematic behaviors and to moti-  
15 vate such bystanders to take action when observing problematic  
16 behaviors.

17 § 2. This act shall take effect on the one hundred eightieth day after  
18 it shall have become a law. Effective immediately, the addition, amend-  
19 ment and/or repeal of any rule or regulation necessary for the implemen-  
20 tation of this act on its effective date are authorized to be made and  
21 completed on or before such effective date.

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

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