STATE OF NEW YORK

9131--A

IN ASSEMBLY

February 8, 2024

Introduced by M. of A. BURDICK -- read once and referred to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT in relation to directing the New York State Department of Labor to establish a voluntary training and certification program for employers that have taken the Neurodiversity Training Pledge

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

Section 1. a. The New York State Department of Labor, in consultation with the Office of Employee Relations, the Office for People with Developmental Disabilities, the Office of Mental Health, the Justice Center for the Protection of People with Special Needs, the Council on Developmental Disabilities, Access VR, and the Office of the Chief Disability Officer, shall establish a voluntary training and certification program for employers that have taken the Neurodiversity Training Pledge and that support an inclusive workplace and the advantages of a neurodiverse workforce. The program shall promote techniques and strategies employers can implement to increase neurodiversity in the employer's workforce through neurodiverse hiring and training supply chains by working with companies that employ neurodiverse individuals with disabilities.

b. The Department of Labor will develop and manage the program. As part of the program, the Department of Labor will develop a series of online/virtual training programs for employers for key components related to training employers on topics including:

(i) workforce sensitivity training regarding people with neurological differences such as Autism, ADHD, dyslexia, and other neurodivergent neurotypes;

(ii) recognition of the advantages of neurodiversity and a neuroinclusive workforce and workplace which promotes success for the business or organization through creativity and innovation;

(iii) commitment to consider and interview for employment neurodiverse individuals and appropriate job opening advertisements;

(iv) workplace inclusion of neurodiverse individuals;

(v) supply chain neurodiversity to the extent practicable;

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

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(vi) providing reasonable accommodations to neurodiverse employees;
(vii) website accessibility;
(viii) understanding of tax credits and other financial incentives for fulfilling the Neurodiversity Training Pledge;
(ix) supply chain diversity;
(x) the role of job coaches in assisting employers; and
(xi) corporate partnership training for employers for purposes of qualifying for preferred source procurement status.

§ 2. This act shall take effect on the ninetieth day after it shall have become a law.