

STATE OF NEW YORK

9131--B

IN ASSEMBLY

February 8, 2024

Introduced by M. of A. BURDICK, SEAWRIGHT, DICKENS, GONZALEZ-ROJAS, ARDILA, K. BROWN -- read once and referred 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 in relation to directing the New York State Department of Labor to establish a voluntary training and certification program for employers entitled the Neurodiversity Training Pledge

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

1 Section 1. a. The New York State Department of Labor, in consultation
2 with the Office of Employee Relations, the Office for People with Developmental Disabilities, the Office of Mental Health, the Justice Center
3 for the Protection of People with Special Needs, the Council on Developmental Disabilities, Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCESS-VR), the Office of the Chief Disability
4 Officer, and any other relevant groups as deemed necessary, shall establish a voluntary training program and certification for employers, entitled the Neurodiversity Training Pledge, to support an inclusive workplace and the advantages of a neurodiverse workforce. Such certification
5 shall be awarded upon completion of the training program. The training
6 program shall promote techniques and strategies employers can implement
7 to increase neurodiversity in the workplace.

14 b. The Department of Labor shall develop an online or virtual training
15 program for employers which shall address key topics including:

16 (i) education and instruction on workplace sensitivity regarding
17 neurological conditions such as autism spectrum disorder, attention-deficit/hyperactivity disorder (ADHD), dyslexia, and other conditions;

19 (ii) recognition of the advantages of neurodiversity and a neuroinclusive workforce and workplace which promotes success through creativity
20 and innovation;

22 (iii) strategies for creating an inclusive and supportive interview
23 process;

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

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1 (iv) recommendation on workplace inclusion and accessibility for
2 neurodiverse individuals;
3 (v) providing reasonable accommodations to neurodiverse employees;
4 (vi) website accessibility; and
5 (vii) corporate partnership training for employers for the purposes of
6 qualifying for preferred source procurement status.
7 § 2. This act shall take effect on the ninetieth day after it shall
8 have become a law.