

# STATE OF NEW YORK

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3443

2023-2024 Regular Sessions

## IN SENATE

January 31, 2023

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Introduced by Sens. HELMING, BORRELLO, MATTERA, OBERACKER, ORTT, STEC,  
WEIK -- read twice and ordered printed, and when printed to be committed  
to the Committee on Investigations and Government Operations

AN ACT to amend the executive law, in relation to extending the statute  
of limitations for certain sexual harassment complaints

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

1 Section 1. Subdivision 5 of section 297 of the executive law, as  
2 amended by section 160 of the laws of 2019, is amended to read as  
3 follows:

4 5. Any complaint filed pursuant to this section must be so filed with-  
5 in one year after the alleged unlawful discriminatory practice. In cases  
6 of sexual harassment in employment, any complaint filed pursuant to this  
7 section must be so filed within three years after the alleged unlawful  
8 discriminatory practices or, when the case involves employment at a  
9 state agency or instrumentality thereof, the office of the governor or  
10 the state legislature, within three years after the alleged unlawful  
11 discriminatory practices or within one year of complainant's employment  
12 termination at such employer, whichever is later.

13 § 2. This act shall take effect on the thirtieth day after it shall  
14 have become a law, and shall apply to any complaint filed on, before or  
15 after such effective date.

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

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