STATE OF NEW YORK

5178

2023-2024 Regular Sessions

IN ASSEMBLY

March 3, 2023

Introduced by M. of A. KIM -- read once and referred to the Committee on Governmental Operations

AN ACT to amend the executive law, in relation to prohibiting an employer, licensing agency or employment agency from requesting or requiring that a prospective employee disclose his or her age, date of birth or date of graduation from an educational institution on an initial employment application or during an interview, except in the case of a bona fide occupational qualification or need

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

Section 1. Subdivision 3-a of section 296 of the executive law is amended by adding a new paragraph (a-1) to read as follows:

(a-1) For any employer, licensing agency or employment agency to request or require that a prospective employee disclose his or her age, date of birth or date of graduation from an educational institution on an initial employment application or during an interview, except in the case of a bona fide occupational qualification or need.

§ 2. This act shall take effect on the first January next succeeding the date upon which it shall have become a law. Effective immediately, the addition, amendment and/or repeal of any rule or regulation necessary for the implementation of this act on its effective date are authorized to be made and completed on or before such date.

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

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