STATE OF NEW YORK

8797

IN SENATE

March 12, 2024

Introduced by Sen. MANNION -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

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 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;

(vi) providing reasonable accommodations to neurodiverse employees;

(vii) website accessibility;

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

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(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 thirtieth day after it shall have become a law.