

STATE OF NEW YORK

368

2025-2026 Regular Sessions

IN ASSEMBLY

(Prefiled)

January 8, 2025

Introduced by M. of A. ROZIC, DINOWITZ -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring employers to obtain an acknowledgement of receipt from employees of their sexual harassment prevention policy and sexual harassment prevention training program in writing in English and in employees' primary languages

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

1 Section 1. Subdivision 3 of section 201-g of the labor law is renum-
2 bered subdivision 5 and a new subdivision 3 is added to read as follows:

3 3. a. Each time an employer provides their employees with written
4 notice of such employer's sexual harassment prevention policy and infor-
5 mation presented at such employer's sexual harassment prevention train-
6 ing program, the employer shall obtain from the employee a signed and
7 dated written acknowledgement, in English and in the primary language of
8 the employee, of receipt of this notice, which the employer shall
9 preserve and maintain for six years. Such acknowledgement shall include
10 an affirmation by the employee that the employee accurately identified
11 their primary language to the employer, and that the notice provided by
12 the employer to such employee pursuant to this subdivision was in the
13 language so identified or if such notice is not available from the
14 commissioner in the employee's primary language, was provided to the
15 employee in English, and shall conform to any additional requirements
16 established by the commissioner with regard to content and form.

17 b. Every employer shall notify their employees in writing of any
18 changes to such employer's sexual harassment prevention policy or to the
19 information presented in their sexual harassment prevention training
20 program, at least seven calendar days prior to the time of such changes.

21 § 2. This act shall take effect on the ninetieth day after it shall
22 have become a law. Effective immediately the addition, amendment and/or
23 repeal of any rule or regulation necessary for the implementation of
24 this act on its effective date are authorized to be made and completed
25 on or before such effective date.

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

LBD01378-01-5