STATE OF NEW YORK

38

2025-2026 Regular Sessions

IN ASSEMBLY

(Prefiled)

January 8, 2025

Introduced by M. of A. BURDICK, SEAWRIGHT, GONZALEZ-ROJAS, K. BROWN -- read once and referred 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 entitled 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, the Office for People with Developmental Disabilities, the Office of Mental Health, the Justice Center 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 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 shall be awarded upon completion of the training program. The training program shall promote techniques and strategies employers can implement to increase neurodiversity in the workplace.

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

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

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

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

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

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(iv) recommendation on workplace inclusion and accessibility for neurodiverse individuals;
(v) providing reasonable accommodations to neurodiverse employees;
(vi) website accessibility; and
(vii) corporate partnership training for employers for the purposes of qualifying for preferred source procurement status.

§ 2. This act shall take effect on the ninetieth day after it shall have become a law.