

STATE OF NEW YORK

10265

IN SENATE

May 11, 2026

Introduced by Sen. WEBB -- 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 and the labor law, in relation to preventing discrimination and increasing awareness of rights for employees with menstrual-related conditions, perimenopausal-related conditions and menopausal-related conditions

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

1 Section 1. Paragraphs (a) and (d) of subdivision 3 of section 296 of
2 the executive law, as amended by chapter 369 of the laws of 2015 and
3 paragraph (d) as relettered by chapter 748 of the laws of 2022, are
4 amended to read as follows:

5 (a) It shall be an unlawful discriminatory practice for an employer,
6 licensing agency, employment agency or labor organization to refuse to
7 provide reasonable accommodations to the known disabilities, ~~[or]~~ preg-
8 nancy-related conditions, menstrual-related conditions, perimenopau-
9 sal-related conditions, or menopausal-related conditions of an employee,
10 prospective employee or member in connection with a job or occupation
11 sought or held or participation in a training program.

12 (d) The employee must cooperate in providing medical or other informa-
13 tion that is necessary to verify the existence of the disability or
14 pregnancy-related condition, menstrual-related conditions, perimenopau-
15 sal-related conditions, or menopausal-related conditions or that is
16 necessary for consideration of the accommodation. The employee has a
17 right to have such medical information kept confidential.

18 § 2. The labor law is amended by adding a new section 201-j to read as
19 follows:

20 § 201-j. Informational materials relating to the rights of employees
21 for menstrual-related conditions, perimenopausal-related conditions, and
22 menopausal-related conditions. 1. Every employer shall provide each
23 employee an informational pamphlet on any regulations promulgated pursu-
24 ant to section two hundred ninety-six of the executive law relating to
25 the rights of employees for menstrual-related conditions, perimenopau-

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

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1 sal-related conditions, and menopausal-related conditions, including the
2 duty of such employer to provide reasonable accommodations. Such
3 pamphlet shall be prepared by the New York state division of human
4 rights and include resources for employees who may have been discrimi-
5 nated against.

6 2. Every employer shall conspicuously post a notice in an area acces-
7 sible to employees, notifying them of their right to reasonable accommo-
8 dations for menstrual-related conditions, perimenopausal-related condi-
9 tions, and menopausal-related conditions and resources for employees who
10 may have been discriminated against.

11 § 3. Section 292 of the executive law is amended by adding a new
12 subdivision 21-g to read as follows:

13 21-g. The term "menstrual-related conditions, perimenopausal-related
14 conditions, and menopausal-related conditions" shall include, but not be
15 limited to, irregular or heavy menstrual periods or vasomotor symptoms,
16 including temporary cognitive changes related to menopause transition,
17 hot flashes, mood changes, weight gain, vaginal or bladder symptoms,
18 decrease in fertility, loss of bone, increase in low-density lipoprotein
19 cholesterol levels, and sleep disruption including night sweats.

20 § 4. This act shall take effect immediately; provided, however, that
21 section two of this act shall take effect on the ninetieth day after it
22 shall have become a law.