STATE OF NEW YORK

264

2025-2026 Regular Sessions

IN SENATE

(Prefiled)

January 8, 2025

Introduced by Sen. HARCKHAM -- 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, in relation to unlawful discriminatory practices by government agencies relating to persons recovering from substance use disorder

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

Section 1. The executive law is amended by adding a new section 296-e to read as follows:

§ 296-e. Unlawful discriminatory practices by government agencies relating to persons recovering from substance use disorder. 1. For the purposes of this section:

(a) "Government agency" shall mean any department, division, board, bureau, commission, office, agency, correctional facility, authority or public corporation of the state or a county, city, town or village government or any other instrumentality of local government or public educational institution.

(b) "Substance use disorder" shall have the same meaning as set forth in section 1.03 of the mental hygiene law.

2. It shall be an unlawful discriminatory practice for a government agency employer to deny employment to a prospective employee solely on the basis that such prospective employee is recovering from substance use disorder.

§ 2. This act shall take effect immediately.

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

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