

STATE OF NEW YORK

4593

2025-2026 Regular Sessions

IN SENATE

February 10, 2025

Introduced by Sen. FAHY -- 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 entitled the Neurodiversity Training Pledge

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

- 1 Section 1. a. The New York State Department of Labor, in consultation
2 with the Office of Employee Relations, the Office for People with Devel-
3 opmental Disabilities, the Office of Mental Health, the Justice Center
4 for the Protection of People with Special Needs, the Council on Develop-
5 mental Disabilities, Adult Career and Continuing Education Services-Voc-
6 ational Rehabilitation (ACCESS-VR), the Office of the Chief Disability
7 Officer, and any other relevant groups as deemed necessary, shall estab-
8 lish a voluntary training program and certification for employers, enti-
9 tled the Neurodiversity Training Pledge, to support an inclusive work-
10 place and the advantages of a neurodiverse workforce. Such certification
11 shall be awarded upon completion of the training program. The training
12 program shall promote techniques and strategies employers can implement
13 to increase neurodiversity in the workplace.
- 14 b. The Department of Labor shall develop an online or virtual training
15 program for employers which shall address key topics including:
- 16 (i) education and instruction on workplace sensitivity regarding
17 neurological conditions such as autism spectrum disorder, attention-
18 deficit/hyperactivity disorder (ADHD), dyslexia, and other conditions;
- 19 (ii) recognition of the advantages of neurodiversity and a neuroinclu-
20 sive workforce and workplace which promotes success through creativity
21 and innovation;
- 22 (iii) strategies for creating an inclusive and supportive interview
23 process;

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

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1 (iv) recommendation on workplace inclusion and accessibility for
2 neurodiverse individuals;
3 (v) providing reasonable accommodations to neurodiverse employees;
4 (vi) website accessibility; and
5 (vii) corporate partnership training for employers for the purposes of
6 qualifying for preferred source procurement status.
7 § 2. This act shall take effect on the ninetieth day after it shall
8 have become a law.