

STATE OF NEW YORK

5780

2025-2026 Regular Sessions

IN SENATE

February 28, 2025

Introduced by Sen. FERNANDEZ -- read twice and ordered printed, and when printed to be committed to the Committee on Judiciary

AN ACT to amend the real property law, in relation to requiring real estate brokers and salespersons to complete a certain amount of sexual harassment prevention training

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

1 Section 1. Paragraph (a) of subdivision 3 of section 441 of the real
2 property law, as separately amended by chapters 686 and 688 of the laws
3 of 2021, is amended to read as follows:

4 (a) (i) No renewal license shall be issued any licensee under this
5 article for any license period commencing November first, nineteen
6 hundred ninety-five unless such licensee shall have within the two year
7 period immediately preceding such renewal attended at least twenty-two
8 and one-half hours which shall include at least two hours of cultural
9 competency training, at least three hours of instruction pertaining to
10 fair housing and/or discrimination in the sale or rental of real proper-
11 ty or an interest in real property, at least two hours of instruction
12 pertaining to implicit bias awareness and understanding, at least two
13 and one-half hours of instruction pertaining to ethical business prac-
14 tices, at least one hour of instruction pertaining to recent legal
15 matters governing the practice of real estate brokers and salespersons
16 in New York which may include statutes, laws, regulations, rules, codes,
17 department of state opinions and decisions, and court decisions and at
18 least one hour of instruction pertaining to the law of agency except in
19 the case of the initial two-year licensing term for real estate sales-
20 persons, two hours of agency related instruction must be completed, and
21 successfully completed a continuing education real estate course or
22 courses approved by the secretary of state as to method, content and
23 supervision, which approval may be withdrawn if in the opinion of the
24 secretary of state such course or courses are not being conducted prop-

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

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1 erly as to method, content and supervision. For those individuals
2 licensed pursuant to subdivision six of section four hundred forty-two-g
3 of this article, in the individual's initial license term, at least
4 eleven hours of the required twenty-two and one-half hours of continuing
5 education shall be completed during the first year of the term. Of those
6 eleven hours, three hours shall pertain to applicable New York state
7 statutes and regulations governing the practice of real estate brokers
8 and salespersons. To establish compliance with the continuing education
9 requirements imposed by this section, licensees shall provide an affida-
10 vit, in a form acceptable to the department of state, establishing the
11 nature of the continuing education acquired and shall provide such
12 further proof as required by the department of state. For purposes of
13 this subdivision, "implicit bias" shall mean the attitudes or stere-
14 otypes that affect an individual's understanding, actions and decisions
15 in an unconscious manner.

16 (ii) In addition to the continuing education requirements under this
17 section, every licensee within the two-year period immediately preceding
18 such renewal shall complete two sexual harassment prevention training
19 programs of at least one hour each for a total of two hours. One sexual
20 harassment prevention training program shall be completed during the
21 first twelve months of such two-year period immediately preceding such
22 renewal and one sexual harassment prevention training program shall be
23 completed during the second twelve months of such two-year period imme-
24 diately preceding such renewal. The content of such sexual harassment
25 training programs shall meet the requirements set forth in paragraphs a
26 and b of subdivision two of section two hundred one-g of the labor law.
27 Any time a real estate licensee is required to renew their license they
28 shall affirm to the department of state that they are in compliance with
29 the requirements of this subparagraph.

30 § 2. This act shall take effect one year after it shall have become a
31 law.