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Advancing Gender Equity through Legislation: Overview of Select Laws Passed from 2014–2020

Maria J. D'Agostino
CUNY John Jay College

Nicole M. Elias
CUNY John Jay College

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Advancing Gender Equity through Legislation

OVERVIEW OF SELECT LAWS
PASSED FROM 2014-2020



Commission on
Gender Equity

SEPTEMBER 2021

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Acknowledgements

Commission on Gender Equity

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Initiative for Gender Equity in the Public Sector (IGEPS)

The authors would like to acknowledge the New York City Commission on Gender Equity for their support of this work. We would also like to thank our IGEPS student team members for their research assistance: Evana Alam, Kaelah Blanchette, and Karina Gopeesingh, who were recipients of the John Jay College Presidential Student-Faculty Research Award.

About the New York City Commission on Gender Equity

Founded in 2015, the Mayor's Commission on Gender Equity (CGE) works to create a deep and lasting institutional commitment to tearing down equity barriers across New York City. CGE addresses issues of inequity and discrimination facing girls, women, and transgender and gender non-binary persons regardless of ability, age, ethnicity and race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

To successfully carry out its mandate, CGE:

- 1.** Focuses across the areas of Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety.
- 2.** Recognizes the diversity of gender, including gender identity and expression.
- 3.** Operates with an intersectional lens: the populations of focus will be girls, women, and transgender and gender non-binary individuals regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.
- 4.** Ensures that the City leads in the development and implementation of best practices in gender-equitable policies and programs for its workforce and its residents.

About the Initiative for Gender Equity in the Public Sector

The Initiative for Gender Equity in the Public Sector (IGEPS) was founded in Fall 2013 when Co-Directors, Nicole M. Elias, Ph.D., and Maria J. D'Agostino, Ph.D., recognized a need to make public service and policy more equitable for all gender identities. By partnering with public sector organizations, we equip administrators with the best tools and resources to make informed decisions for achieving gender equity.

The Initiative conducts evidence-based research to make public service and public policy more equitable for all gender identities. IGEPS has worked with the U.S. Equal Employment Opportunity Commission, the U.S. Office of Personnel Management, the United Nations Gender Equity in Public Administration Program, Gender Equality Seal for Public Institutions Project, the Women's Institute at Chatham University, Academic Women in Public Administration, and the American Society for Public Administration's Section for Women in Public Administration. For more information and collaboration inquiries, visit: igeps.org

Message from the Executive Director

Dear Reader,

The de Blasio Administration has upheld a clear commitment to gender equity across City agencies since taking office in January 2014. From leadership appointees to budget and policy priorities, the message was clear: New York City was to be the fairest and most equitable big city in America for all New Yorkers, regardless of gender identity, gender expression, or background.

Between 2014 and 2020, the period covered by this report, significant gender-equity policy advancements have been made across the areas of economic mobility and opportunity, health and reproductive justice, and safety. The partnership of Speakers Melissa Mark-Viverito and Corey Johnson and the New York City Council, has been critical to advancing these policies. Additionally, the leadership of advocates from across all five boroughs has been central to this Administration's policy and legislative efforts to promote equity on behalf of women, girls, transgender, and gender non-conforming and non-binary New Yorkers. Our collective efforts represent New York City's longstanding tradition of serving as a blueprint of progress for our nation, and the globe.

Passing progressive legislation is only one part of the equation, and so we created this tool for New Yorkers to access more easily and better know their rights. We encourage you to spread the word to your friends, family, and neighbors. Whether in their home, school, community, or workplace, New Yorkers of all gender identities, gender expressions, and backgrounds have the right to live safe, healthy, and economically secure lives.

Thank you for your partnership in our ongoing work to advance gender equity in New York City.

Onward,

Jacqueline M. Ebanks
Executive Director
NYC Commission on Gender Equity

Using this Document

CGE defines ‘gender equity’ as: fairness in the access of rights, resources, and opportunities regardless of a person’s gender identity or expression, sexual orientation, or background.

Advancing Gender Equity through Legislation: A Compilation of Laws passed from 2014 - 2020 aims to provide New York City residents with information about legislation passed under the de Blasio administration that aims to promote gender equity in the city.

This document is organized into three sections using the New York City Commission on Gender Equity’s areas of focus: [Economic Mobility and Opportunity](#), [Health and Reproductive Justice](#), and [Safety](#). Each section includes legislation appearing in chronological order from 2014 through 2020. The title of each law is hyperlinked to its corresponding New York City Council Legislative Research Center page where the official text including the full legislative summary can be found. The website listed at the end of each description is to the home page of the City agency responsible for implementing the particular law.

Economic Mobility and Opportunity

Cisgender and transgender women are vital contributors to New York City's economy: whether as business owners, city workers, caretakers, or carpenters, women keep the city running. Simply put, New York City cannot succeed without the contributions of women. And when women are held back by discrimination and other unfair practices, we all lose.

Consequently, the Commission on Gender Equity works to protect the rights of women in the workplace, to foster economic opportunity for women, and to promote equitable practices by private and public employers. The Commission on Gender Equity affirms the right of all women to be paid fairly for their work, to take time off when they are sick or caring for their children, and to be free of discrimination based on gender identity, pregnancy, or caretaker status.

Below is a listing of laws passed between 2014 and 2020 to promote economic mobility and opportunity for cisgender and transgender women in NYC.

Childcare

Establishment of a Division of Paid Care

Effective as of February 27, 2017, this law establishes a Division of Paid Care that is tasked with addressing the growing importance of home care and child care workforces, legal and policy issues involved, and increasing needs of care recipients of every age. This Division conducts public outreach campaigns and informational clinics to inform paid care workers of their rights, collects and publishes information to help paid care workers, coordinates with government agencies, advocacy groups and other stakeholders, and develops any related policies and programs.

For further information see the New York City Department of Consumer and Worker Protection, Office of Labor Policy and Standards website:

<https://www1.nyc.gov/site/dca/about/office-of-labor-policy-standards.page>

Requiring Diaper Changing Station in all Public Restrooms

Effective as of July 8, 2018, this law requires that diaper changing stations be available to everyone regardless of gender identity in all new or substantially renovated buildings in New York City that have public restrooms in gathering spaces or where merchandise is sold.

For further information see the New York City Department of Buildings service update:

https://www1.nyc.gov/assets/buildings/pdf/diaper_changing_sn.pdf

Requiring Lactation Accommodations and Policies

Effective as of March 17, 2019, employers are required to provide employees with lactation accommodations, including a lactation room where employees can pump/express breast milk, reasonable time to pump/express breast milk, and refrigerators. Employers are also required to have a written lactation policy that meets certain requirements under the law and must provide it to all new employees.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/law/lactation.page>

Employment

Provision of Sick Time

Effective as of April 1, 2014, this law affords covered employees the right to sick time. All employers with five or more employees and all employers of one or more domestic workers shall provide paid sick time. If the employer does not meet the number of employee threshold, all covered employees are still entitled to unpaid sick time.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Prohibiting Discrimination Based on One's Arrest Record or Criminal Conviction

Effective as of October 27, 2015, this law prohibits discrimination based on an individual's arrest record or criminal conviction, whether sealed or unsealed. Any employer, employment agency or agent is prohibited to deny a license, permit, employment to any person, take adverse action against any employee if this person or employee has been convicted of one or more criminal offenses, or by reason of a finding of a lack of "good moral character" which is based on the person or employee having been convicted of one or more criminal offenses.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Amendment to the Displaced Building Services Worker Protection Act

Effective as of May 10, 2016, this law amends the Displaced Building Services Worker Protection Act that protects employees from termination when properties change ownership. This amendment requires successor employers to retain eligible employees for a transition employment period, meaning that if a building is sold, employees are retained, evaluated, and offered continued employment if found satisfactory.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Prohibiting Employers from Inquiring About a Prospective Employee’s Salary History

Effective as of October 31, 2017, this law prohibits employers from inquiring about a prospective employee’s salary history during all stages of the employment process. In the event that an employer is already aware of a prospective employee’s salary history, this law prohibits reliance on that information in the determination of salary.

For further information, see the New York City Commission on Human Rights salary history page: <https://www1.nyc.gov/site/cchr/media/salary-history.page>

Fair Work Practices Requiring Fast Food Employers to Provide Advance Notice of Work Schedules

Effective as of November 26, 2017, this law makes the schedules of fast food employees more predictable. It creates general provisions for a fair work week and requires certain fast food employers to provide employees with an estimate of their work schedule upon hire and a work schedule 14 days in advance. This law requires a premium to be paid to employees for schedule changes made by the employer with less than 14 days’ notice to the employee.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Protecting Employees Who Seek Temporary Changes to Work Schedules

Effective as of July 18, 2018, employers are required to grant two temporary schedule changes per calendar year—including paid time off, remote work, changing work hours and unpaid leave—relating to a caregiving emergency, a legal proceeding or hearing for subsistence benefits. The law establishes a written process for employees and employers to communicate regarding requests for such changes. This law also protects employees from employers retaliating against them for making schedule change requests.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Entrepreneurship

Amending Reporting Requirements Related to Minority and Women-Owned Business Enterprise Participation

As of September 28, 2016, this law changes the structure of Minority and Women-Owned Business Enterprises agency reporting. Agencies are now required to report the number and dollar amount of contracts awarded along with the agency’s participation goals. These new reporting requirements ensure greater public transparency by providing clearer and more detailed information on Minority and Women-Owned Business Enterprise participation.

For further information see the New York City Mayor’s Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Annual Report Regarding the Satisfaction of Minority and Women Owned Business Enterprises Goals

Effective as of September 28, 2016, the New York City Economic Development Corporation is required to assess and evaluate the sale or lease of City-owned land for projects that can retain or create at least 25 jobs, in order to determine if they comply with Minority and Women-Owned Business Enterprise goals. An annual report summarizing these findings is required to be submitted to the Mayor and the Speaker of the Council.

For further information see the New York City Department of Small Business Services website: <https://www1.nyc.gov/site/sbs/index.page>

Establishment of an Minority and Women-Owned Business Enterprise Advisory Board

Effective as of September 28, 2016, this law establishes the Minority and Women-Owned Business Enterprise Advisory Board to enhance City procurement opportunities for underrepresented groups. The responsibility of the board is to advise the Mayor on Minority and Women-Owned Business Enterprise issues and methods to increase procurement participation, provide information to firms owned by minorities and women about opportunities, encourage them to certify as a Minority and Women-Owned Business Enterprise, and educate relevant stakeholders in order to support the City's efforts to increase economic opportunity. The board consists of a chair and no fewer than ten members appointed by and serving at the pleasure of the Mayor.

For further information see the New York City Mayor's Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Requiring City Agency Minority and Women-Owned Business Enterprise Utilization Plans

Effective as of September 28, 2016, City agencies with more than \$5 million in procurements in the previous fiscal year are required to submit a public plan for the following year to the Department of Small Business Services detailing their Minority and Women-Owned Business Enterprise participation goals.

For further information see the New York City Mayor's Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Participation of Minority and Women-Owned Business Enterprises in Construction Projects

Effective as of April 31, 2018, this law lowers the project cost threshold to directly solicit Minority and Women-Owned Business Enterprises to work on a project from \$1.5 million to \$750,000. Applicants are required to inform the Department of Small Business Services after receiving

a final Industrial and Commercial Abatement (ICAP) award, and all applicants must submit certification that they are compliant with Minority and Women-Owned Business Enterprises program requirements to the Department of Small Business Services.

For further information see the New York City Department of Small Business Services website: <https://www1.nyc.gov/site/sbs/index.page>

Requiring updates to Minority and Women-Owned Business Enterprises Programs and Training Protocols

Effective as of October 13, 2019, this law requires the protocols for Minority and Women-Owned Business programs and training to be updated frequently. The law also requires contracting agencies to identify Minority-Owned Business Enterprises (MBEs), Women-Owned Business Enterprises (WBEs), and Emerging Business Enterprises (EBEs) they intend to employ for certain contracts. Lastly, the law enables the City’s Chief Procurement Officer to exempt portions of certain contracts from the MBE, WBE, and EBE programs.

For further information see the New York City Mayor’s Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Public Data

Gender, Racial, and Other Equity Assessments

Effective as of September 8, 2017, select New York City agencies are required to complete gender, racial, sexual orientation, and income assessments of their services and programs, employment practices, contracting practices, and budgeting in order to create action plans. The law requires select City agencies to report on efforts undertaken to implement action plans by July 1, 2019 and annually thereafter. The legislation also creates an equity committee to advise the relevant agencies and to review annual reports.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Reporting of Pay and Employment Equity Data

Effective as of January 20, 2019, this law aims to identify and eliminate pay disparities in the City workforce. New York City agencies are required to report annual salary data on gender, ethnicity and race. The Mayor’s Office of Data Analytics will issue a report to the Mayor and the Speaker, no later than May 31 each year. This same report will be posted publicly on the Mayor’s Office of Data Analysis website and the Open NY website.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Reporting on Efforts to Prevent and Address Sex- and Gender-Based Discrimination and Harassment

Effective as of March 29, 2020, this law requires the Commission on Gender Equity to include information about sex- and gender-based discrimination, including discrimination in violation of Title IX, in its annual report. The due date for the annual report is now April 1 each year and the Commission on Gender Equity must post links to publicly reported data from City agencies, including the Department of Education, relating to sex- and gender-based discrimination and harassment. The law also requires the Department of Education to annually report on resources, support, policies and procedures related to preventing and addressing sex- and gender-based discrimination and harassment.

For further information see the New York City Commission on Gender Equity website:
<https://www1.nyc.gov/site/genderequity/index.page>

Safe Workplaces

Prohibiting Employment Discrimination and Discriminatory Harassment or Violence

Effective as of May 1, 2019, this law prohibits discrimination in employment, and discriminatory harassment or violence, based on an individual's sexual and reproductive health decisions. Sexual and reproductive health decisions are defined to include any decision by an individual to receive services relating to sexual and reproductive health, including the reproductive system and its functions. Such services include, but are not limited to, fertility-related medical procedures, sexually transmitted disease prevention, testing, and treatment, and family planning services and counseling, such as birth control drugs and supplies, emergency contraception, sterilization procedures, pregnancy testing, and abortion.

For further information see the New York City Commission on Human Rights Fact Sheet:
https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/SexualReproHealthDecisions_KYR_8.20.2019.pdf

Protections for Workers Under the City's Human Rights Law

Effective as of November 11, 2020, this law clarifies which workers are protected by the City Human Rights Law. In particular, the law specifies how to determine whether an employer has four or more employees (which triggers some of the obligations of the City Human Rights Law). An employer's parent, spouse, domestic partner, or child if employed by the employer, should be included in the employee count.

For further information see the New York City Commission on Human Rights website:
<https://www1.nyc.gov/site/cchr/index.page>

Health and Reproductive Justice

The Commission on Gender Equity works toward a New York City where everyone has access to the information they need to make crucial healthcare decisions, and where everyone can obtain preventive care and affordable treatment for any kind of physical or mental illness. That's the foundation of a healthy city.

But cisgender and transgender women—particularly women of color—face unique barriers when they access healthcare, especially when it comes to sexual and reproductive health. The Commission on Gender Equity is fighting to tear down these barriers, working toward sexual and reproductive health and justice for all New Yorkers. We strive to make birth control affordable and accessible, promote comprehensive sexual health education, and help vulnerable populations get the care they need.

Below are the laws passed to advance health and reproductive justice in NYC, between 2014 and 2020.

Healthcare Access

[Plan for Serving the Behavioral Health Needs of Lesbian, Gay, Bisexual, Transgender and Questioning \(LGBTQ\) Persons](#)

Effective as of July 22, 2017, the Department of Health and Mental Hygiene is required to create and submit a plan to serve the behavioral health needs of LGBTQ persons, including people under 24 and over 65 years old.

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

[Board of Correction Task Force to Address Policies Related to the Treatment of Transgender, Gender Non-Conforming, and Non-Binary Individuals](#)

Effective as of July 27, 2019, the Board of Correction is required to convene a taskforce to recommend policy related to transgender, gender non-conforming and non-binary individuals in Department of Correction custody. Within one year of the formation of the task force, a report is to be provided to the Department of Correction, Mayor and the Speaker of the Council. This report is to be posted on the Department of Correction website.

For further information see New York City Board of Correction website: <https://www1.nyc.gov/site/boc/about/about.page>

Access to Substance Abuse Treatment for Transgender, Gender Non-Conforming, Non-Binary, and Intersex Individuals

Effective as of October 25, 2019, this law requires all Department of Correction facilities housing transgender, gender nonconforming, non-binary and intersex individuals to have access to comprehensive substance abuse treatment. The Commissioner of Correction shall ensure that any housing unit in which transgender, intersex, non-binary, or gender non-conforming individuals have access to the same substance abuse treatment as other incarcerated individuals.

For further information see the New York City Department of Correction website: <https://www1.nyc.gov/site/doc/index.page>

Mental Health Treatment for Transgender, Gender Non-Conforming, Non-Binary and Intersex Individuals

Effective as of October 25, 2019, this law mandates all Department of Correction facilities housing transgender, gender non-conforming, non-binary and intersex individuals to provide access to comprehensive mental health treatment and relevant staff with specialized training in mental health concerns for the transgender, gender nonconforming, non-binary, and intersex populations.

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

Menstrual Justice

Requiring the Department of Correction Issue Feminine Hygiene Products to Inmates

Effective as of July 13, 2016, the Department of Correction must provide all female inmates with menstrual products as soon as practicable upon request. This law also requires the Department of Correction to provide individuals arrested and detained in the custody of the Department for at least 48 hours with feminine hygiene products as soon as practicable upon request.

For further information see the New York City Department of Correction website: <https://www1.nyc.gov/site/doc/index.page>

Provision of Feminine Hygiene Products to Residents in Temporary Shelters

Effective as of November 10, 2016, this law requires the Department of Citywide Administrative Services to provide menstrual products to agencies operating or overseeing temporary shelters to meet the needs of its residents. This includes the Department of Homeless Services family shelters and single adult women shelters, Department of Youth and

Community Development shelters, and Human Resources Administration domestic violence shelters. The Department of Citywide Administrative Services is also required to supply menstrual products to youth in secure detention facilities and congregate care facilities.

For further information see the New York City Department of Citywide Administrative Services website: <https://www1.nyc.gov/site/dcas/index.page>

Provision of Feminine Hygiene Products in Public Schools

Effective as of November 10, 2016, the Department of Education is required to make menstrual products available at no cost to students in the bathrooms of school buildings. This includes all facilities that are leased by the Department of Education or over which Department of Education has care, custody, and control, serving female students in grades 6-12.

For further information see the New York City Department of Education website: <https://www.schools.nyc.gov>

Public Data

Reporting on Maternal Mortality and Morbidity

Effective as of November 17, 2018, this law requires the Department of Health and Mental Hygiene to provide an annual and a five-year report regarding maternal mortality and morbidity to the Speaker of the City Council. This law also establishes the Maternal Mortality and Morbidity Review Committee (M3RC).

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

Amending Sex Designation on Birth Records and the Issuance of Birth Records

Effective as of January 1, 2019, this law allows individuals to change the sex designation on their birth record to match their gender identity. The application would be supported by a signed and notarized statement by the individual, attesting that the request for a change of gender to female, male, or “X” is to match the person’s legal gender with the person’s gender identity. The term “X” means a gender that is not exclusively male or female.

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

Annual Survey of Lead-Based Paint Survey in Day Care of Facilities

Effective as of August 12, 2019, this law mandates that the operator of a day care facility built before January 1, 1978 (i.e. preschools, nursery schools, and schools) must conduct an annual survey of the facility, and more often if necessary, to determine the physical condition of surface-coating material throughout each such facility. The survey results will be provided to the Department of Health and Mental Hygiene and this information will be publicly available online. The parent or guardian of each child who attends the facility will be directly notified of survey results.

For further information see the New York City Department of Mental Health and Hygiene website: <https://www1.nyc.gov/site/doh/health/health-topics/contact-dohmh.page>

Investigating Elevated Blood Levels of Children in Day Care Facilities with Lead-Based Paint

Effective as of August 12, 2019, this law requires the Department of Health and Mental Hygiene to investigate the potential sources of elevated blood lead levels in children, including an inspection of any building where a child with an elevated blood lead level spends 10 or more hours per week. Facilities providing day care services must post notices describing any order to remediate a lead hazard and remediate such hazard within 21 days. This law also expands a building owner's responsibility, requiring the owner to investigate and remediate a lead hazard when a child spends ten or more hours per week in one of their units.

For further information see the New York City Department of Mental Health and Hygiene website: <https://www1.nyc.gov/site/doh/health/health-topics/contact-dohmh.page>

Sexual Health Education Reporting

Effective as of October 13, 2019, this law requires the Department of Education to report annually on the amount of health education (including HIV/AIDS education and sexual health education) received by students in each grade at each school. Reporting includes the number of certified health education instructors at each school, specified by full-time and part-time licensed instructors, and the number of instructors who teach on an incidental basis.

For further information see the New York City Department of Education website: <https://www.schools.nyc.gov>

Requiring Reports on Preschool Special Education and Early Intervention Services

Effective as of January 19, 2020, this law requires the Department of Education to report annually on several indicators regarding its evaluation of preschool-age children for special education services and the provision of such services. These indicators include the initial referral for evaluation, the provision of services, and reporting on how many students eligible to receive such services actually receive them, in full and partial. The law also

mandates the Department of Health and Mental Hygiene to report annually on indicators regarding its provision of early intervention services to eligible children ages zero to three.

For further information see the New York City Department of Mental Health and Hygiene website: <https://www1.nyc.gov/site/doh/health/health-topics/contact-dohmh.page>

Sexual Harassment Prevention

Stop Sexual Harassment in New York City Act: Division of Labor Services Employment Reports

Effective as of July 8, 2018, this law requires that the Division of Labor Services employment report, required by City contractors, include employment practices, policies, and procedures as they relate to preventing and addressing sexual harassment.

For further information see the New York City Department of Small Business Services website: <https://www1.nyc.gov/site/sbs/index.page>

Stop Sexual Harassment in New York City Act: Creating an Anti-Sexual Harassment Rights and Responsibilities Poster

Effective as of September 6, 2018, this law mandates the New York City Commission on Human Rights to design an anti-sexual harassment rights and responsibilities poster. All employers in New York City are required to display this poster in a clearly visible location where employees gather. This law also requires an information sheet on sexual harassment be distributed to employees at time of hire.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Stop Sexual Harassment in New York City Act: Mandating Anti-Sexual Harassment Training for Private Employers

Effective as of April 1, 2019, this law mandates that all private employers with 15 or more employees conduct annual anti-sexual harassment training for all employees, including supervisors and managerial employees. The New York City Commission on Human Rights, in order to help employers meet this mandate, is responsible for creating an online interactive training module to be posted on their website for access by employers.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Stop Sexual Harassment in NYC Act: Report on Sexual Harassment Prevention Training at City Agencies

Effective as of April 1, 2019, this law requires annual reporting on workplace sexual harassment incidents within City agencies. The Department of Citywide Administrative Services collects sexual harassment data and submits a report to the Mayor, City Council, and Commission on Human Rights which will be posted on the Commission on Human Rights website.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Sexual Health Education

Creating a Sexual Health Education Task Force

Effective as of May 30, 2017, this law creates a sexual education task force to review the current sexual health education curricula and the implementation of sexual health education in New York City public schools and to issue a report with findings and recommendations for the improvement and expansion of sexual health education topics taught in grades K-12.

For further information see the New York City Department of Education website: <https://www.schools.nyc.gov>

Safety

New York’s girls, women, and transgender and gender non-binary individuals still face violence, harassment, and sexual abuse every single day. LGBTQ New Yorkers, especially transgender women of color, are particularly vulnerable to this violence.

The Commission on Gender Equity believes that in New York City, everyone should be safe wherever they go, whether on the street, in school or at work, or in their own home. Working closely with partners throughout City government—including the Mayor’s Office to End Domestic and Gender-Based Violence, the City Commission on Human Rights, the NYPD, and many others—CGE works to combat human trafficking, to aid survivors of domestic violence, and to improve public safety. We also support citywide efforts to secure justice for survivors of all kinds of violence, combat street harassment, and provide inclusive and affirming resources to the LGBTQ community.

Below is a listing of laws passed between 2014 and 2020 to increase safety for girls, women, and transgender and gender non-binary New Yorkers.

Child Safety

Police Department Child-Sensitive Arrest Required Training and Guidance

Effective as of March 14, 2020, this law requires the Police Department to develop guidance and train its officers on procedures to be followed when arresting a caregiver with a child present. The goal of this additional guidance is to minimize trauma to child bystanders.

For further information see New York City Police Department website:

<https://www1.nyc.gov/site/nypd/index.page>

Gender-Based Violence Prevention

Earned Sick and Safe Time

Effective as of May 5, 2018, the “Earned Sick Time Act” was expanded and renamed the “Earned Sick and Safe Time Act.” This law allows victims of family offense matters, such as disorderly conduct, harassment, and sexual offenses such as sexual misconduct, forcible touching and sexual abuse, stalking and human trafficking to use earned “safe” hours in connection with such abuse. Safe hours are available for employees to obtain services from a domestic violence shelter or rape crisis center; participate in safety planning, temporarily or permanently relocate; to meet with an attorney or other social service provider to obtain information and advice; or take other actions to ensure their own or a family members’ safety.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Making Improvements to Clarify and Strengthen the Human Rights Law

Effective as of October 16, 2018, this law restructures and modernizes the language in the Human Rights Law and clarifies the scope of the law's protections for victims of domestic violence, sex offenses, and stalking.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Reporting Domestic Violence Initiatives, Indicators, and Factors

Effective as of February 24, 2019, this law requires an annual report on the City's domestic violence initiatives, indicators, and factors by the Mayor's Office to End Domestic and Gender-Based Violence. This report is submitted to the Mayor and Speaker of the Council as well as posted on the agency website. The New York Police Department is also required to submit an annual report that includes data on chronic domestic violence complaints, chronic offenders, and its outreach efforts to survivors.

For further information see the New York City Mayor's Office to End Domestic and Gender-Based Violence website: <https://www1.nyc.gov/site/ocdv/index.page>

Equipping Cosmetologists to End Domestic and Gender-Based Violence

Effective as of June 24, 2019, this law requires the Mayor's Office to End Domestic and Gender Based Violence (ENDGBV) to equip cosmetologists with tools for identifying and addressing domestic violence. Outreach to cosmetologists includes training, and online toolkits to help the cosmetology community recognize signs of domestic violence and provide information and resources to survivors. ENDGBV is required to report annually on its conducted outreach to the Mayor and the Speaker of the Council.

For further information see the New York City Mayor's Office to End Domestic and Gender-Based Violence website: <https://www1.nyc.gov/site/ocdv/index.page>

Public Data

Collection of Sexual Orientation and Gender-Identity Data

Effective as of April 29, 2017, this law requires agencies designated by the Mayor to survey all persons served by the agency on their sexual orientation and gender identity. Each agency must collect sexual orientation and gender-identity demographic information and produce a report summarizing this information. This law also requires that the data collection process be reviewed regularly.

For further information see the New York City Commission on Human Rights website:
<https://www1.nyc.gov/site/cchr/index.page>

Collection of Gender Pronoun Information

Effective as of January 19, 2018, this law mandates a comprehensive review of City agency forms to determine whether to include voluntary questions regarding individuals' gender pronouns and if so, to update such forms. The Mayor's Office of Operations, Department of Social Services, Administration for Children's Services, Department of Homeless Services, Department of Health and Mental Hygiene, Department for the Aging, Department for Youth and Community Development, Department of Education and any other agencies designated by the Mayor will review and potentially collect voluntary gender pronoun information from residents.

For further information see New York City Mayor's Office of Operations website:
<https://www1.nyc.gov/site/operations/index.page>

Department of Correction Housing for Transgender, Gender Non-Binary, and Intersex Individuals

Effective as of July 27, 2019, this law mandates the Department of Correction to report on the housing decisions related to transgender, gender non-binary, and intersex individuals. The report is published on the Board of Corrections website and includes the number of such applications made, granted, denied, and appealed. The Board of Corrections will remove all personal identifiers when reporting housing decisions.

For further information see New York City Board of Correction website:
<https://www1.nyc.gov/site/boc/about/about.page>

Safe Workplace

Training for City Agencies to Promote Gender and Racial Equity

Effective as of September 8, 2017, this law mandates select City agencies to provide all of their employees with trainings on implicit bias, discrimination, cultural competency and structural inequity. Training covers topics such as gender, race and sexual orientation, and on how these factors impact the work of City agencies.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Stop Sexual Harassment in New York City Act: Assessing Workplace Risk at City Agencies

Effective as of May 9, 2018, this law mandates the New York City Department of Citywide Administrative Services (DCAS) to conduct an ongoing assessment of risk factors associated with sexual harassment at City agencies. The goal of this assessment is to help provide a fair and safe work environment for all City workers. Agencies will submit their assessment to DCAS periodically.

For further information see New York City Department of Citywide Administrative Services website: <https://www1.nyc.gov/site/dcas/index.page>

Stop Sexual Harassment in NYC Act: Climate Survey at City Agencies

Effective as of August 7, 2018, this law requires the New York City Department of Citywide Administrative Services (DCAS) to develop a voluntary survey on sexual harassment to be administered to all City agencies. This survey will assess City employees' general awareness and knowledge of the City's equal employment opportunity policy (EEO) including sexual harassment policies and prevention. The climate survey distribution will begin on September 31, 2018 and end on or before July 31, 2024. The survey will continue to be administered to all City employees on or before July 31 every four years thereafter.

For further information see New York City Department of Citywide Administrative Services website: <https://www1.nyc.gov/site/dcas/index.page>

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