

**LOCAL LAWS
OF
THE CITY OF NEW YORK
FOR THE YEAR 2018**

No. 93

Introduced by Council Members Adams, Rose, Rosenthal, Chin, Powers, Constantinides, Reynoso, Lander, Ayala, Miller, Rivera and Koslowitz.

A LOCAL LAW

In relation to assessing workplace risk factors associated with sexual harassment within city agencies

Be it enacted by the Council as follows:

Section 1. Sexual harassment workplace risk factors report. a. Definitions. For purposes of this local law, the term “agency” has the same meaning as such term is defined in section 1150 of the New York city charter and shall include the offices of the borough presidents, the comptroller and the public advocate.

b. Every agency shall conduct an ongoing assessment of risk factors associated with sexual harassment at such agency in order to help provide a fair and safe work environment for all city workers. Each agency shall submit its ongoing assessment of risk factors to the department of citywide administrative services for periodic review. Such ongoing assessment of risk factors is intended to assist the department of citywide administrative services and each agency to develop responsive strategies to combat sexual harassment.

c. The risk factors to be assessed may include, but need not be limited to, the following:

(a) Homogenous workforce, such as work environments with low diversity with respect to age, ethnicity, gender, race, or sex;

(b) Language differences in the workplace;

(c) Workplaces with significant power disparities such as workplaces where employees hold positions usually subject to the direction of others;

(d) Isolated workplaces such as workplaces where employees work alone or have few opportunities to interact with others; and

(e) Decentralized workplaces such as workplaces that are geographically dispersed.

d. The assessments required pursuant to this section shall be submitted to the department of citywide administrative services for periodic review.

§ 2. This local law takes effect immediately and shall be deemed repealed on January 31, 2022.

THE CITY OF NEW YORK, OFFICE OF THE CITY CLERK, s.s.:

I hereby certify that the foregoing is a true copy of a local law of The City of New York, passed by the Council on April 11, 2018 and approved by the Mayor on May 9, 2018.

MICHAEL M. McSWEENEY, City Clerk, Clerk of the Council.

CERTIFICATION OF CORPORATION COUNSEL

I hereby certify that the form of the enclosed local law (Local Law No. 93 of 2018, Council Int. No. 613-A of 2018) to be filed with the Secretary of State contains the correct text of the local law passed by the New York City Council and approved by the Mayor.

STEPHEN LOUIS, Acting Corporation Counsel.