



KNOW YOUR RIGHTS IN THE WORKPLACE

**NEW YORK, NEW YORK**  
PRINTABLE LABOR LAWS

# PREGNANCY ACCOMMODATIONS

## NOTICE Pregnancy Accommodations at Work

The NYC Human Rights Law requires all employers with four or more employees to provide reasonable accommodations to employees related to pregnancy, childbirth, and related medical conditions to enable them to continue working and/or return to work promptly while maintaining a healthy pregnancy. Employers are required to provide written notice of employees' rights under the Law, and can use this document to satisfy that requirement. As such, it should be posted in the workplace.

### EMPLOYERS

Provide a clear policy and protocol for employees to request a reasonable accommodation. Work with your pregnant employee to promptly agree on a reasonable accommodation that:

- Values your employee's contributions to the workplace
  - Helps your employee satisfy the essential requisites of her job
  - Keeps them in the workplace for as long as they are able to continue working
  - Is right for your employee and does not cause undue hardship to your business

Ignoring a request for a reasonable accommodation, failing to respond quickly, punishing, or firing your employee after they request one can expose you to damages and civil penalties. Employers are prohibited from asking for proof of pregnancy. Employers may request a doctor's note only when the accommodations requested by the employee involve time away from the workplace and when not otherwise prohibited by city, state, or federal law, including the NYC Earned Sick Time Act.

### EMPLOYEES

If you need a reasonable accommodation to continue working or remain employed, you can request one. Examples include, but are not limited to:

- Breaks (e.g. to use the bathroom, eat or drink, or provide necessary rest)
  - Changes to your work environment such as a seat or a fan
  - Assistance with physically demanding tasks
  - Time off or schedule adjustments
  - A private, clean, non-bathroom space and breaks for expressing breast milk
  - Light duty or a temporary transfer to a different position
    - Time off to recover from childbirth

The type of reasonable accommodation appropriate for an employee should be tailored to the needs of the employee and the employer. If your request for a reasonable accommodation has been ignored or denied without an appropriate alternative, we can help. Call the NYC Commission on Human Rights at 718-722-3131 to report it.

NYC.gov/HumanRights  
or call (718) 722-3131



**NYC** Commission on  
Human Rights

Bill de Blasio,  
Mayor

Carmelyn P. Malalis,  
Chair/Commissioner



## STOP SEXUAL HARASSMENT ACT NOTICE

All employers are required to provide written notice of employees' rights under the Human Rights Law both in the form of a displayed poster **and** as an information sheet distributed to individual employees at the time of hire. This document satisfies the poster requirement.

**The NYC Human Rights Law** The NYC Human Rights Law, one of the strongest anti-discrimination laws in the nation, protects all individuals against discrimination based on gender, which includes sexual harassment in the workplace, in housing, and in public accommodations like stores and restaurants. Violators can be held accountable with civil penalties of up to \$250,000 in the case of a willful violation. The Commission can also assess emotional distress damages and other remedies to the victim, require the violator to undergo training, and mandate other remedies such as community service.

**Sexual Harassment Under the Law** Sexual harassment, a form of gender-based discrimination, is unwelcome verbal or physical behavior based on a person's gender.

### Some Examples of Sexual Harassment

- unwelcome or inappropriate touching of employees or customers
- threatening or engaging in adverse action after someone refuses a sexual advance
- making lewd or sexual comments about an individual's appearance, body, or style of dress
- conditioning promotions or other opportunities on sexual favors
- displaying pornographic images, cartoons, or graffiti on computers, emails, cell phones, bulletin boards, etc.
- making sexist remarks or derogatory comments based on gender

**Retaliation Is Prohibited Under the Law** It is a violation of the law for an employer to take action against you because you oppose or speak out against sexual harassment in the workplace. The NYC Human Rights Law prohibits employers from retaliating or discriminating "in any manner against any person" because that person opposed an unlawful discriminatory practice. Retaliation can manifest through direct actions, such



# STOP SEXUAL HARASSMENT ACT NOTICE (CONTINUED)

as demotions or terminations, or more subtle behavior, such as an increased work load or being transferred to a less desirable location. The NYC Human Rights Law protects individuals against retaliation who have a good faith belief that their employer's conduct is illegal, even if it turns out that they were mistaken.

**Report Sexual Harassment** If you have witnessed or experienced sexual harassment inform a manager, the equal employment opportunity officer at your workplace, or human resources as soon as possible. **Report sexual harassment to the NYC Commission on Human Rights. Call 718-722-3131 or visit NYC.gov/HumanRights** to learn how to file a complaint or report discrimination. You can file a complaint anonymously.

**State and Federal Government Resources** Sexual harassment is also unlawful under state and federal law where statutes of limitations vary. To file a complaint with the New York State Division of Human Rights, please visit the Division's website at **www.dhr.ny.gov**. To file a charge with the U.S. Equal Employment Opportunity Commission (EEOC), please visit the EEOC's website at **www.eeoc.gov**.

Bill de Blasio, Mayor

Carmelyn P. Malalis, Commissioner/Chair



**NYC** Commission on  
Human Rights



# RIGHT TO TEMPORARY CHANGES TO YOUR WORK SCHEDULE

## YOU HAVE A RIGHT TO TEMPORARY CHANGES TO YOUR WORK SCHEDULE

Under NYC's Temporary Schedule Change Law, covered employees have a right to temporary changes to their work schedule for certain "personal events." Employers must post this notice where employees can easily see it at each NYC workplace.

### Employees Covered by the Law

All employees who work 80+ hours per calendar year in NYC and who have been employed by their employer 120 or more days

*The law applies regardless of immigration status.*

### Employees NOT Covered by the Law

- Government employees
- Certain employees subject to a collective bargaining agreement
- Certain employees in motion picture, television, and live entertainment industries

Employers cannot punish, penalize, retaliate, or take any action against employees that might stop or deter them from exercising their rights under the law. Workers should immediately contact OLPS about retaliation. See below.

### Definitions

#### Personal event

A "personal event" can be any of the following:

- The need to care for a child under the age of 18
- The need to care for a "care recipient," a person with a disability who is a family or household member and relies on you for medical care or to meet the needs of daily living

- The need to attend a legal proceeding or hearing for public benefits to which the employee, a family member, or the employee's minor child or care recipient is a party
- Any other reason for which the employee may use leave under NYC's Paid Safe and Sick Leave Law

### Temporary change

A "temporary change" means an adjustment to your usual schedule. This can include: using short-term unpaid leave, paid time off, working remotely, or swapping or shifting working hours.

## Your Rights

### Temporary change to work schedule on up to two (2) occasions each calendar year

The change must be to accommodate a *personal event*. See Definitions. Your employer must grant requests for up to:



- Two (2) separate occasions, each totaling one (1) business day

### Ability to propose type of temporary change

You can propose the type of *temporary change* you would like when you request it. See Definitions.

Your employer must:

- Approve your proposal.
- OR



## RIGHT TO TEMPORARY CHANGES TO YOUR WORK SCHEDULE (CONTINUED)

OR

- One (1) occasion for up to two (2) business days

### Freedom from retaliation for additional schedule change requests



You can request additional changes to your schedule. Employers are not required to grant additional requests; however, they cannot retaliate against you.

### If you need a temporary change to your work schedule:

As soon as you become aware of the need for a temporary schedule change, request one from your employer or direct supervisor either orally or in writing. Your request should include the date of the change, that the change is due to a personal event, and propose the type of temporary change you want (for example, to work from home), unless you would like to use leave without pay.

- Your employer must respond immediately.
- **If you requested the schedule change orally (for example, in person or by phone),** you must submit a written request no later than the second business day after you return to work. Include in the written request the date of the temporary schedule change and that the change was due to a personal event. Your employer must provide a written response within 14 days. *If you do not submit a written request, your employer is not required to provide a written response but cannot deny your request because you did not submit a written request.*
- Make sure to keep all of your schedules and any communications with your employer about scheduling.

**File a Complaint** The Department of Consumer Affairs (DCA) Office of Labor Policy & Standards (OLPS) enforces NYC's Temporary Schedule Change Law and other NYC workplace laws.

**To file a complaint with OLPS,** go to [nyc.gov/dca](http://nyc.gov/dca) or contact 311 (212-NEW-YORK outside NYC) and ask for "Temporary Schedule Change Law." OLPS will conduct an investigation and try to resolve your complaint. **OLPS will keep your identity confidential unless disclosure is necessary to complete an investigation or is required by law.**

You can also file an action in court. However, you cannot have a complaint with OLPS and a claim in court at the same time.

**Contact OLPS** Visit [nyc.gov/dca](http://nyc.gov/dca), email [olps@dca.nyc.gov](mailto:olps@dca.nyc.gov), or contact 311 (212-NEW-YORK outside NYC) and ask for "Temporary Schedule Change Law."

You have a right to be given this notice in English and in any language that is the primary language of at least 5 percent of the workers at your workplace if the translation is available on the DCA website.

- Provide leave without pay.

Your employer may:

- Offer you the ability to use paid time off.

Note: The law does not require employers to offer paid time off, and you do not need to accept such an offer.

Your employer may NOT:

- Require you to use leave earned under NYC's Paid Safe and Sick Leave Law for a temporary schedule change.



# NOTICE OF EMPLOYEE RIGHTS: SAFE AND SICK LEAVE

## NOTICE OF EMPLOYEE RIGHTS: SAFE AND SICK LEAVE

If you work part time or full time at any size business or nonprofit in NYC or if you work in an NYC household as a domestic worker, you have the right to safe and sick leave to care for yourself or anyone you consider family. You have this right regardless of your immigration status. Your employer must give you this notice explaining your rights.

### Amount of Safe and Sick Leave:

• All employers must provide up to **40 hours** of safe and sick leave each calendar year.

### Beginning January 1, 2021:

• **Employers with 100 or more employees** must provide up to **56 hours** of safe and sick leave each calendar year.

Your employer's calendar year is: \_\_\_\_\_ to \_\_\_\_\_  
First month Last month

You earn safe and sick leave at a rate of **1 hour for every 30 hours worked**.

You have a right to **PAID** safe and sick leave if:

- Your employer has 5 or more employees.
- Your employer has fewer than 5 employees but a net income of \$1 million or more.  
(effective January 1, 2021)
- You work in someone's home as a domestic worker; for example, babysitter, housekeeper, or companionship worker.  
*Note: The law covers 1 or more domestic workers working in a household.*

You have a right to **UNPAID** safe and sick leave if:

- Your employer has fewer than 5 employees and a net income of less than \$1 million.

You can carry over unused safe and sick leave to the next calendar year.

### Use of Safe and Sick Leave:

- Use it for your health, including to get medical care or to recover from illness or injury.
- Use it to care for a family member who is sick or has a medical appointment.
- Use it when your job or your child's school closes due to a public health emergency.
- Use it for your safety or for a family member's safety because of domestic violence, unwanted sexual contact, stalking, or human trafficking.

Your employer can require you to give advance notice of a planned use of safe and sick leave; for example, to attend a scheduled doctor's appointment or court hearing. You do not have to give advance notice of an unexpected use of safe and sick leave; for example, a sudden illness or medical emergency.

You have a right to privacy. You do not have to give your employer details about why you used safe or sick leave.

If you use more than three workdays in a row of safe and sick leave, your employer can require documentation. Your employer must reimburse you for any fees you pay for required documentation. Documentation should not include the details of your private medical or personal situation.

### Required Written Disclosures about Safe and Sick Leave:

Your employer must:

- Give you a written safe and sick leave policy that explains how to use your benefits.
- Tell you how much safe and sick leave you have used and have left each pay period.

### No Retaliation:

It is illegal to punish or fire employees for requesting or using safe and sick leave or for reporting violations.



**Consumer and  
Worker Protection**

**Bill de Blasio  
Mayor**

**Lorelei Salas  
Commissioner**

**Contact Consumer and Worker Protection to learn more or to file a complaint.**

Visit [nyc.gov/workers](http://nyc.gov/workers) | Call 311 and ask for "Paid Safe and Sick Leave"

You can also make an ANONYMOUS tip.

10/21/2020

