



Commission on Human Rights

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NYC COMMISSION ON HUMAN RIGHTS ANNOUNCES VITAL EXPANSION OF NYC HUMAN RIGHTS LAW IN EMPLOYMENT

Intro 339-B extends New York City Human Rights Law employment protections to domestic workers, regardless of employer size.

NEW YORK – Today the New York City Commission on Human Rights announces a major expansion of the New York City Human Rights Law (NYCHRL). Intro 339-B, signed by Mayor Bill de Blasio today, extends fundamental employment protections to domestic workers, along with the ability to seek accountability at the Commission. Prior to this amendment, statutory minimums for employer size prevented family caregivers, home health aides, house cleaners and other domestic workers from seeking redress under the same provisions of the NYCHRL that protected other workers against discrimination and harassment.

Intro 339 removes those statutory minimums with respect to domestic workers and extends basic employment protections under the City Human Rights Law by:

- Providing explicit protection under the City Human Rights Law for a domestic worker, often working as the sole employee of an employer.
- Including protections against discrimination and harassment in hiring, firing, and the terms and conditions of employment, with respect to reasonable accommodations, and with respect to retaliation.
- Giving domestic workers the ability to seek redress under the City Human Rights Law in the same way as most other workers protected under the law.

According to the Fiscal Policy Institute and the National Domestic Worker Alliance, more than 200,000 domestic workers live or work in New York City. Labor estimates indicate that the number of domestic workers is steadily increasing at rates higher than other sectors of the labor market.

“A Recovery for All of Us starts with protecting working New Yorkers,” said **Mayor Bill de Blasio**. “This legislation establishes stronger protections against discrimination for domestic workers by including them in the NYC Human rights law. I thank Commissioner Malalis and Council Member Rose for their partnership on this critical legislation.”

“The NYC Commission on Human Rights fully supports Intro 339-B, which extends employment protections to domestic workers, one of the fastest growing sectors of the service economy,” said **Carmelyn P. Malalis, Chair and Commissioner of the NYC Commission on**

Human Rights. “The Commission worked closely with community advocates to see these protections codified into law. Domestic workers can be uniquely vulnerable to abuse, discrimination, and many kinds of harassment – with little to no recourse when mistreated or fired. This local law allows the Commission to apply the protections of the NYC Human Rights Law to domestic workers, and we look forward to working with community advocates, partners, parent and family groups, and other groups working with people who employ domestic workers to educate employees and employers about these changes.”

This amendment prohibits discrimination in employment on the basis of actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, caregiver status, sexual and reproductive health decisions, sexual orientation, uniformed service, immigration or citizenship status, or status as a victim of domestic violence, or as a victim of sex offenses or stalking. The New York City Human Rights Law prohibits discrimination and harassment based on race, gender, national origin, immigration status, age, and over 25 other protected classes in housing, employment, and public accommodations. If you have witnessed or experienced discrimination, call the NYC Commission on Human Rights by dialing (212) 416-0197, or visit the Commission’s website at NYC.gov/ReportDiscrimination.

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“Domestic employers need guidance to help them be good employers. There is an estimate of one million employers of nannies, housecleaners and home attendants in our city who look to our local government for guidance for best employment practices. Making Intro 339-B a local law is a huge step not only in recognizing the human rights of domestic workers in the workplace, but also elevating the principles of equality and fairness in New York City. As a domestic employer organization, we are committed to partner with the NYC Commission on Human Rights to educate employers about their obligations under this new legislation. When we advance domestic workers rights, we are advancing the human rights of all New Yorkers.” - **Tatiana Bejar, NYC Lead Organizer, Hand in Hand: the Domestic Employers Network**

“As an organization committed to domestic worker justice, we are thrilled to join this powerful coalition of workers, employers, allies, and elected officials in signing Intro 339 into law. And while today is a day for celebration we also recognize that the history of domestic work is a history of exclusion, and the hundreds of thousands of domestic workers across our City continue to face persistent abuse, wage theft, and rights violations. May this victory of passing Intro 339 fortify our commitment to further transforming the domestic work industry and remind us of our collective power when we come together to organize.” - **Ben Fuller-Googins, Director of Programs, The Carroll Garden's Association**