

**Addendum to
Equal Employment Opportunity Policy
Standards and Procedures to be Utilized by City Agencies (2014)**

The Equal Employment Opportunity Policy is hereby amended to include the protected category, “familial status.” A prior addendum in 2016, superseded by this addendum, added the categories “caregiver status” and “consumer credit history.” With the additional category (highlighted below), Section I of the Equal Employment Opportunity Policy, page 2, reads as follows:

The City of New York is an equal opportunity employer and prohibits discriminatory employment actions against and treatment of City employees and applicants for employment based on actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including “gender identity” -- which refers to a person’s actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction, marital status, partnership status, caregiver status,¹ genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, unemployment status, consumer credit history,² and **familial status.**³

October 25, 2017

¹ The protected category of “caregiver status” was added to the New York City’s Human Rights Law on January 5, 2016, and took effect on May 4, 2016. A caregiver is defined as a person who provides direct and ongoing care for a minor child (under the age of 18) or a care recipient. A “care recipient” is defined as a person with a disability who is either a covered relative, or a person who resides in the caregiver’s household and who relies on the caregiver for medical care or to meet the needs of daily living. A covered relative is defined as a caregiver’s child, spouse, domestic partner, parent, sibling, grandchild or grandparent, or the child or parent of the caregiver’s spouse or domestic partner, or any other individual in a familial relationship with the caregiver as designated by the rules of the New York City Commission on Human Rights.

² “Consumer credit history” was added as a protected category to the New York City Human Rights Law on May 6, 2015 and went into effect on September 3, 2015. Certain positions are exempt, such as police officers and peace officers. The New York City Commission on Human Rights has issued interpretative guidance (available on its website) on this law.

³ “Familial status” was added as a protected category in employment to the New York State Human Rights Law on October 21, 2015 and went into effect on January 19, 2016. “Familial status” is defined as (a) any person who is pregnant, or has a child or is in the process of securing legal custody of any individual who has not attained eighteen years of age, or (b) one or more individuals (who have not attained eighteen years of age) being domiciled with (1) a parent or another person having legal custody of such individual or individuals, or (2) the designee of such parent.