

WOMEN in NYC

deserve to live and work with

RESPECT
SAFETY and
DIGNITY







WOMEN IN NYC DESERVE TO LIVE AND WORK WITH RESPECT, SAFETY, AND DIGNITY.

The NYC Commission on Human Rights enforces the NYC Human Rights Law, one of the strongest and broadest anti-discrimination laws in the country. The NYC Human Rights Law protects all who visit, work, or live in New York City from discrimination in housing, employment, and public accommodations in 22 categories including a person's actual or perceived race, creed, color, national origin, gender, sexual orientation, age, disability, alienage or citizenship status or other protected status. The Law also offers protections against discriminatory harassment and bias-based profiling by law enforcement.

The Commission also works with partners in government and the community to solve issues that disproportionately affect women by developing legal interpretative guidance on the NYC Human Rights Law, proposing and creating new legislation, and pursuing strategic community partnerships and events, among other initiatives that support and advance women's rights. The Commission strives to ensure that women are able to live free from discrimination and harassment in their home, at work, and when enjoying public accommodations like restaurants and public transportation in New York City.



SEXISM

The NYC Human Rights Law prohibits discrimination and harassment against women and girls on the basis of actual or perceived gender. “Gender” is defined as your “actual or perceived sex” and also includes a person’s “gender identity, self-image, appearance, behavior, or expression.”

Employers, housing providers, and providers of public accommodations may not treat you differently or deny your opportunities or access because of your gender or based on assumptions or stereotypes about how women should look or behave.

AREAS OF PROTECTION:

- Housing
- Employment
- Public Accommodations
- Discriminatory Harassment
- Bias-Based Profiling

SCENARIOS:

“ I got passed over for that promotion because my boss said that ‘I didn’t behave like a woman.’ ”

“ I was walking across campus and this guy I know aggressively pulled me by my wrist and said ‘Hey, gorgeous. I’m taking you back to my room so you know what it’s like to be with a real man.’ ”

PREGNANCY

The NYC Human Rights Law prohibits employers from discriminating against you, including making employment-related decisions based on assumptions about your commitment or your ability to perform work-related tasks, because of your pregnancy. Furthermore,

you have the right to request reasonable accommodations from your employer, such as breaks or changes to your work environment, that are based on pregnancy, childbirth, or related medical conditions.

AREAS OF PROTECTION:

- Employment
- Housing
- Public Accommodations

SCENARIO:

“ My boss refused to let me take periodic bathroom breaks, then told me I’d just be ‘happier at home’ and sent me home. ”

CAREGIVER STATUS

The NYC Human Rights Law prohibits employers from treating you differently at your job or while you are applying for a job because you provide ongoing or direct care to your children, or because you care for a relative who is sick or has disabilities. Employers can not equate your caregiving responsibilities with a lack of commitment or competence at work.

AREAS OF PROTECTION:

- Employment

SCENARIO:

“ The hiring manager told me I didn’t get the job because I care for my father and ‘wouldn’t be able to commit’ to working for the company. ”



SURVIVORS OF DOMESTIC VIOLENCE, SEX OFFENSES, AND STALKING

The NYC Human Rights Law prohibits discrimination against victims/survivors of domestic violence, sex offenses, and stalking in employment and housing. Employers and housing providers can't treat you differently, such as moving you to a different office or refusing to rent an apartment to you, because of your status as a survivor. Furthermore, you have the right to request reasonable accommodations in your workplace, such as unpaid leave or a schedule shift to attend court hearings, due to your status as a survivor.

AREAS OF PROTECTION:

- Housing
- Employment

SCENARIO:

“ I had an Order of Protection against my attacker and the landlord refused to rent to me because he said he ‘didn’t want any trouble’ in his building. ”

PRESENCE OF CHILDREN

The NYC Human Rights Law prohibits housing providers from refusing to rent to you just because you may or may not have children living with you. Providers also can't post advertisements for homes and apartments with descriptions limiting applicants to those without children.

AREAS OF PROTECTION:

- Housing

SCENARIO:

“ When I went to see the apartment, the broker told me that my application would be tossed because they don’t want any kids in the building. ”





FAQS


HOW CAN I REPORT DISCRIMINATION OR HARASSMENT? CAN I MAKE AN ANONYMOUS COMPLAINT?

Call 311 and ask for Human Rights or call the Commission directly at (718) 722-3131 to speak with a lawyer if you experience discrimination. Commission staff will guide you through the process and answer any questions you may have. The Commission encourages you to report acts of discriminations even if you wish to remain anonymous. The Commission can launch its own investigation and prosecute acts of discrimination without revealing your identity.

WHAT CAN THE COMMISSION DO TO HELP ME?

If you file a claim with the Commission, and the Commission finds evidence that discrimination occurred, the Commission can prosecute your case. After a trial or through a settlement, the Commission can order the violator or harasser to pay compensation for your emotional harm, civil penalties, and out-of-pocket expenses including attorneys' fees. The Commission can also order the violator to participate in training on the NYC Human Rights Law or perform community service.

HOW CAN MY ORGANIZATION PARTNER WITH THE COMMISSION TO ADVANCE WOMEN'S RIGHTS?



The Commission holds and participates in workshops, events, initiatives, and programs throughout the year in which you can partner. Please visit [NYC.gov/HumanRights](https://nyc.gov/HumanRights) and view our calendar for upcoming events happening near you. You can send an email to policy@cchr.nyc.gov with a description of the partnership you are proposing and a representative will get back to you to discuss further.

Women in NYC can contact the NYC Commission on Human Rights if they experience harassment or discrimination by dialing 311 and asking for the Commission on Human Rights, calling the Commission's infoline directly at **(718) 722-3131**, or by visiting **NYC.gov/HumanRights**.



NYC Commission on
Human Rights

   
@NYCCHR NYC.gov/HumanRights