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|  | **The Council of the City of New York**  **Finance Division**  Latonia Mckinney, Director  **Fiscal Impact Statement**  **Proposed Int. No. 799**  **Committee:** Civil and Human Rights |
| **Title:**  A Local Law to amend the administrative code of the city of New York, in relation to prohibiting retaliation against individuals who request a reasonable accommodation under the city’s human rights law | **Sponsors:** By the Public Advocate (Mr. Williams) and Council Members Yeger, Kallos, and Rosenthal |
| **Summary of Legislation:** Proposed Int. No. 799 would prohibit retaliation against individuals who request reasonable accommodations. For example, it would prohibit any retaliatory action by an employer if an employee requested a reasonable accommodation on the basis of a religious observance, disability, pregnancy, childbirth, medical condition, or their status as a victim of domestic violence, a sex offense or stalking, among other possible reasons. | |
| **Effective Date:** This local law would take effect 120 days after it becomes law. | |
| **Fiscal Year In Which Full Fiscal Impact Anticipated:** Fiscal 2021 | |
| **Fiscal Impact Statement:**   |  |  |  |  | | --- | --- | --- | --- | |  | **Effective FY20** | **FY Succeeding**  **Effective FY21** | **Full Fiscal** Impact FY21 | | **Revenues (+)** | **$0** | **$0** | **$0** | | **Expenditures (-)** | **0** | **0** | **0** | | **Net** | **0** | **0** | **0** | | |
| **Impact on Revenues:** It is anticipated that there would be no impact on revenues resulting from the enactment of this legislation. | |
| **Impact on Expenditures:** It is anticipated that there would be no impact on expenditures resulting from the enactment of this legislation. | |
| **Source of Funds To Cover Estimated Costs:** N/A | |
| **Source of Information:** New York City Council Finance Division  New York City Commission on Civil and Human Rights  **Estimate Prepared by**: Nevin Singh, Financial Analyst  **Estimate Reviewed by:** Eisha Wright, Unit Head  Stephanie Ruiz, Assistant Counsel  **Legislative History:** This legislation was introduced by the Council on April 11, 2018 as Int. No. 799, and referred to the Committee on Civil and Human Rights. A hearing was held on June 18, 2018 and the bill was laid over. The legislation will be considered by the Committee on Civil and Human Rights on June 12, 2019. Upon a successful vote by the Committee on Civil and Human Rights, Proposed Int. No. 799 will be submitted to the full Council for a vote on June 13, 2019.  **Date Prepared:** June 10, 2019 | |