**Plain Language Summary**

**Current Introduction Number:**

Int. No. 1314-A

**Prime Sponsors:**

By the Public Advocate (Mr. Williams) and Council Members Adams, Lander, Dromm, Rosenthal, Kallos, Menchaca, Reynoso, Ayala, Van Bramer and Rivera (by request of the Mayor)

**Bill Title:**

To amend the administrative code of the city of New York, in relation to prohibiting discrimination based on one’s arrest record, pending charges or criminal conviction.

**Bill Summary:**

**This plain language summary is for informational purposes only and does not substitute for legal counsel. For more information, you should review the full text of the bill, which is available online at legistar.council.nyc.gov.**

This bill would extend employment protections for individuals with pending adjournments in contemplation of dismissal (ACDs) and convictions for violations prior to sealing by adding unsealed violations and ACDs to the category of dispositions that may never be considered for the purpose of making employment-related decisions. The bill also prohibits discrimination in licensing against applicants with convictions for violations, even prior to sealing. Additionally, this bill would clarify protections for applicants and employees with pending criminal cases by explicitly requiring an employer to make an individualized assessment of the relationship between the charged conduct and the job, much like what is required for consideration of an individual’s conviction history.

**Effective Date:**

200 days after becoming law

**Legislative Impact:**

**☐ Agency Rulemaking Required**: Is City agency rulemaking required?

**☐ Report Required**: Is a report due to Council required?

**☐ Sunset Date Included**: Does the legislation have a sunset date?

**☐ Council Appointment Required**: Is an appointment by the Council required?

**☐ Other Appointment Required**: Are other appointments not by the Council required?

**Note:** In the full bill text online at legistar.council.nyc.gov, language in proposed consolidated laws that is enclosed by [brackets] would be deleted, and language that is underlined would be new. Language in proposed unconsolidated laws, in contrast, will not have brackets or underlining because it would be entirely new. Consolidation means that the law is placed in the New York City Charter or Administrative Code.

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