



## Legislation Text

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Int. No. 1220

By Council Member Dromm

A Local Law to amend the New York city charter, in relation to the collection of information on sexual orientation and gender identity by city agencies during the hiring process

Be it enacted by the Council as follows:

Section 1. Paragraphs (19) and (20) of subdivision a of section 815 of chapter 35 of the New York city charter are amended to read as follows:

(19) To establish measures and programs to ensure a fair and effective affirmative employment plan to provide equal employment opportunity for minority group members and women who are employed by, or who seek employment with, the agency and, in accordance with the uniform procedures and standards established by the department of citywide administrative services for this purpose, to adopt and implement an annual plan to accomplish this objective. Copies of such plans shall be filed with the mayor, council, department of citywide administrative services, equal employment practices commission, and city civil service commission and shall be made available for reasonable public inspection; [and]

(20) To provide assistance to minority group members and women interested in being employed by city agencies to ensure that such minority group members and women benefit, to the maximum extent possible, from city employment and educational assistance programs[.]; and

§ 2. Subdivision a of section 815 of chapter 35 of the New York city charter is amended by adding a new paragraph (21) to read as follows:

(21) To provide any person applying for a vacant position with an agency a voluntary anonymous survey containing questions on their sexual orientation, including heterosexual, lesbian, gay, bisexual or

asexual status or other, and gender identity, including transgender, cisgender or intersex status or other, in addition to any information required to be collected pursuant to federal, state or other local law. Such survey information shall not be included in such person's application, or disclosed to individuals making employment decisions, and shall only be used for the collection of aggregate demographic information. Refusal by such person to provide such information shall not subject them, or their application, to any adverse treatment.

§ 3. This local law takes effect six months after it becomes law.

BJR  
LS 7331  
10/17/18 8:59PM