



NYC Expands Human Rights Law Protections **Increased Anti-Discrimination Rights for Employees**

In addition to New York City's paid safe time law taking effect on May 5, 2018, which we previously wrote about in [December](#), New York City employers should also note two other pending changes to the city's Human Rights Law that were enacted in January.

On May 10, the law's definitions of sexual orientation and gender will be [expanded](#):

Sexual orientation will now be defined as "an individual's actual or perceived romantic, physical or sexual attraction to other persons, or lack thereof, on the basis of gender. A continuum of sexual orientation exists and includes, but is not limited to, heterosexuality, homosexuality, or bisexuality, asexuality, and pansexuality."

Gender will be defined as "actual or perceived sex [and shall also include a person's gender identity, self-image, appearance, behavior or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal], gender identity, and gender expression including a person's actual or perceived gender-related self-image, appearance, behavior, expression, or other gender-related characteristic, regardless of the sex assigned to that person at birth."

On October 15, a different [amendment](#) will require employers covered by the Human Rights Law to engage in a good-faith "cooperative dialogue" within a reasonable period of time with any employee who may need accommodations for religious needs, disabilities, pregnancies, or due to being victims of domestic violence, sex crimes or stalking. Prior to the enactment of this amendment, employers were not expressly required to engage in an interactive process in response to the request for an accommodation based on the above reasons. An employer must provide a final written determination stating any accommodation that will be granted or denied.

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