

KNOW YOUR RIGHTS:

Caregiver Discrimination in New York City

As of May 4, 2016, it is illegal for employers in New York City to discriminate against workers because they have caregiving responsibilities.

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What does this law do?

The new law makes it illegal for employers to discriminate against workers because they provide direct and ongoing care to any of the following individuals:

- Children under the age of 18 (including adopted and foster children)
- A parent, sibling, spouse, domestic partner, child (of any age), grandparent, or grandchild who is sick or has a disability
- Anyone else with a disability who lives with them and relies on them for medical and/or daily care

Note: Under New York City law, disability is a broad concept that may include temporary illnesses and/or impairments that do not rise to the level of disability under the federal Americans with Disabilities Act.

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Am I covered?

If you work for an employer in New York City who has four or more employees, or are applying to work for one, then you are covered.

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What does caregiver discrimination look like?

Caregiver discrimination can include refusing to hire or promote you, harassing you, paying you less, or taking some other negative action against you because you have caregiving responsibilities. It might also include an employer denying alternative work schedules to parents and other caregivers, based on illegal assumptions about their dedication, while routinely granting such adjustments to workers who

do not have caregiving responsibilities. An employer cannot provide certain benefits, like flexible scheduling, to some employees and refuse to provide the same benefits to employees who request them because of caregiving responsibilities.



What should I do if I suspect family status discrimination?

Call A Better Balance for free legal counseling at (212) 430-5982 or contact another attorney if you think your rights have been violated. You may file a complaint with the New York City Commission on Human Rights to vindicate your rights, though you may also have other options under federal and local laws.

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the work and family legal center

abetterbalance.org 212.430.5982