

KNOW YOUR RIGHTS:

Family Status Discrimination

Your employer cannot fire you or otherwise discriminate against you because you are a parent.

As of January 19, 2016, family status is now a protected category under New York employment discrimination law, which means parents are entitled to the same treatment as their coworkers without children.

What does this law do?

The new law makes it illegal for an employer to discriminate against workers with children under age 18. **For example:**

- Your boss can't fire you just because you are adopting kids and she thinks you will not be as dedicated to your work.
- A company cannot refuse to hire you just because you are a single mother.

Am I covered?

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

What does family status discrimination look like?

Family status discrimination can include refusing to hire or promote you, harassment, paying you less, or taking some other negative action against you just because you have children. It might also include an employer denying alternative work schedules to parents, based on illegal assumptions about their dedication, while routinely granting such adjustments to workers who are not parents.



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 State Division of 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