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**MAYOR MICHAEL R. BLOOMBERG SIGNS LEGISLATION
PROTECTING VICTIMS OF DOMESTIC VIOLENCE IN THE
WORKPLACE**

***Remarks by Mayor Bloomberg at a Public Hearing on Local
Law***

"The next bill before me is Introductory Number 107-A, sponsored by Speaker Miller, Council Members Yassky, Avella, Boyland, Brewer, Clarke, Comrie, deBlasio, Felder, Fidler, Foster, Gennaro, Gerson, Jackson, Katz, Koppell, Lopez, Nelson, Perkins, Recchia, Quinn, Reed, Reyna, Sanders, Serrano, Weprin, Dilan, Seabrook, Moskowitz and the Public Advocate Gotbaum.

"Victims of domestic violence, sex offenses and stalking are often unable to separate their status as a victim from their job due to outside harassment or sexual assault impacting them at their workplace. Many times, victims are late or miss several days of work, which can eventually lead to the loss of a job.

"Introductory Number 107-A amends the City's Human Rights Law in relation to protections for victims of domestic violence, sex offenses or stalking. It makes explicit the requirement that all employers provide reasonable accommodation to victims of these crimes. Reasonable accommodations will help victims to remain productive members of the workforce and to maintain a source of reliable and independent income. In addition to benefiting victims directly, such policies and procedures can help employers retain employees, minimize disruption and increase productivity in the workplace.

"In order to ensure the bill's intentions are carried out in an equitable and just manner, the employer's resources will be taken into consideration when determining a reasonable accommodation, thereby avoiding placing an undue burden on employers. Furthermore, a victim must be able to provide verification of his or her status as a victim upon request of an employer, and must otherwise be able to perform all essential functions of his or her job in order to enjoy the protections this bill provides.

"Domestic violence is an issue that my Administration takes very seriously. Last year, the Mayor's Office to Combat Domestic Violence launched an ad campaign to heighten the public's awareness of this widespread problem and to encourage victims to seek the help they need. In addition, some initiatives designed to provide enhanced safety for domestic violence victims have included the digitizing of 911 emergency calls, the creation of Domestic Violence Response Teams, and enhanced domestic violence screening and social services at all City hospitals through Project HEAL. I am now proud to say that New York will be the first city to enact a law extending this type of protection in the workplace for victims of domestic violence, sex offenses and stalking. I would like

to thank Commissioners Gatling and Jimenez for their dedication to providing services to the victims of domestic violence"

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