



# 2025 NYC Sexual Harassment Complaint Report

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*Local Law 97 of 2018*



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## | Introduction

On May 9, 2018, the Stop Sexual Harassment in NYC Act was signed into law, expanding current City laws against sexual harassment, including enacting Local Law 97 of 2018 (LL97). LL97 requires the Department of Citywide Administrative Services (DCAS), in partnership with all City agencies, to submit a comprehensive report on sexual harassment complaints filed at every City agency each fiscal year. Openly reporting this data demonstrates the City's commitment to prevent and effectively address sexual harassment in the workplace.

## | Overview

The complaints in this report cover all City job and internship applicants, current and former City employees, interns, independent contractors, and volunteers who initiated the complaint process during fiscal year (FY) 2025. The number of complaints in this report are listed in the following manner, in accordance with the requirements of LL97:<sup>1</sup>

1. Filed
2. Resolved
3. Substantiated
4. Not substantiated
5. Withdrawn

## | Sexual Harassment Trends

This report customarily shows, in addition to the citywide complaint data, the Equal Employment Opportunity Commission (EEOC) complaint trends because complaints filed in that federal venue are a useful indicator that sexual harassment in the workplace must remain a concern for all employers throughout the country.

The number of sexual harassment complaints filed with the EEOC has been steadily increasing over the past few fiscal years, from 5,581 (FY 2021) to 6,201 (FY 2022) to 7,732 (FY 2023) to

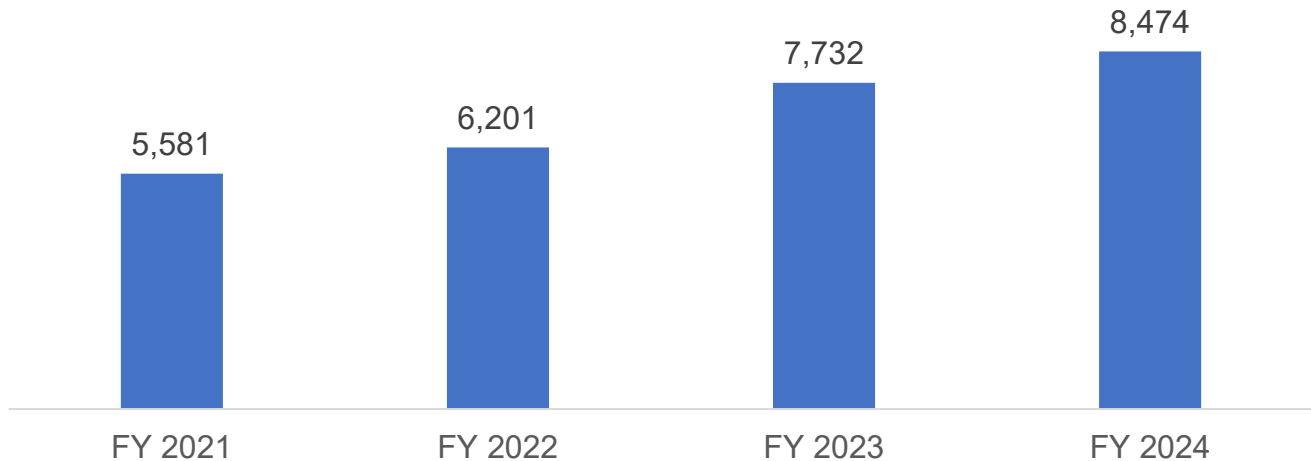
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<sup>1</sup> Also included are cases that were resolved in FY 2025 but were filed in previous fiscal years.

8,474 (FY 2024), the highest number in 15 years.<sup>2</sup> No data is available for FY 2025 at the time of publication of this report.<sup>3</sup> (See **Figure 1**.)

### Figure 1. EEOC Nationwide Sexual Harassment Complaints Total

*EEOC Nationwide Sexual Harassment Charge Receipts,  
FY 2021 - FY 2024*



Source: EEOC<sup>4</sup>

In contrast, compared to the nationwide trend in recent years, the City of New York had a decrease in sexual harassment complaints in FY 2025: **345** sexual harassment complaints, down from 380 filed in FY 2024. (See **Figure 2**.) The FY 2025 City data appear on the last page of this report in greater detail and is based on what City agencies have directly reported to DCAS.

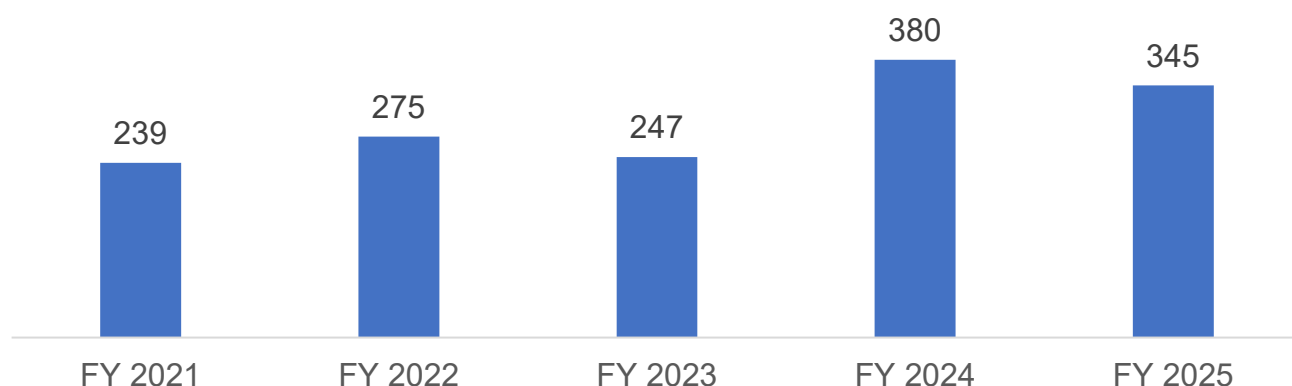
<sup>2</sup> See EEOC, [Enforcement and Litigation Statistics, Table E2c.Title VII Sexual Harassment Charge Receipts and Resolutions by Type of Resolution FY 2010 – FY 2024](#).

<sup>3</sup> The federal government's fiscal year runs from October 1 through September 30; therefore, the EEOC's FY 2025 data will not be publicly available until 2026.

<sup>4</sup> [Enforcement and Litigation Statistics, Table E2c.Title VII Sexual Harassment Charge Receipts and Resolutions by Type of Resolution FY 2010 – FY 2024](#).

**Figure 2. City of New York Sexual Harassment Complaints Total**

***City of New York Sexual Harassment Complaints Filed***  
***FY 2021 - FY 2025***



This decrease in FY 2025 reflects the cumulative impact of several strategic efforts implemented over the past year, including updates to the City’s EEO Policy, as well as new training courses, targeted coaching, compliance support for the City’s EEO professionals, and the consistent implementation of best practices across the municipal workforce. In addition, agency-specific initiatives played a critical role in driving this progress. Together, these coordinated efforts have contributed to a more empowered and informed workforce, resulting in a reduction in complaints, as discussed in greater detail below.

## **| Training**

The City’s annual sexual harassment prevention training and agency-specific training efforts that reinforce awareness of inappropriate interactions, the protection against retaliation and the available resources for reporting suspected sexual harassment, have successfully served to educate the workforce to identify such behavior and have fostered an environment where employees feel empowered to report it.<sup>5</sup>

Additional training designed to address multiple forms of discrimination complement and reinforce principles in the mandatory annual sexual harassment prevention training and reinforce anti-sexual harassment awareness. The *Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees*, which all City employees are required to complete biennially, and which includes a module that defines sexual harassment, provides examples of sexual harassment, details the role of managers and supervisors as mandatory reporters

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<sup>5</sup> Sexual Harassment Prevention training is required annually under Local Law 92 of 2018, which is also part of the Stop Sexual Harassment in NYC Act.

regarding instances of sexual harassment in the workplace, and explains the positive impact of bystander intervention, if feasible in a situation.

DCAS regularly assesses the content of these trainings to identify areas in which to provide more insight and guidance and to determine whether revisions are necessary to enhance overall training effectiveness. For example, DCAS Citywide Equity and Inclusion (CEI)<sup>6</sup> took the initiative to develop a training in collaboration with the Mayor's Office to End Domestic and Gender-Based Violence for EEO practitioners on trauma informed interview practices, which serves to help EEO professionals hone their skills in effectively addressing complaints and to engage the trust of their workforce in the EEO complaint investigations process.

Agencies that reported a decrease in complaints at their workplaces were asked to provide insight into the reduction. Some agencies have attributed the decrease in the reporting of complaints to effective training, including focusing on increased training efforts among managers and supervisors. This has been complemented by targeted agency-specific initiatives, such as conducting informative surveys, communicating to all employees the agency's commitment statement, increasing the visibility of the EEO Office at departmental meetings, expanding EEO Office hours and programing, such as workshops and conferences, throughout operations in all five boroughs, creating posters highlighting informational resources, such as access to EEO counselors in their agency.

## | Resources, Support, and Guidance for Agencies

Furthermore, the municipal workforce's trust in the City's EEO processes and resources is bolstered because the City consistently provides resources to agencies in support of their EEO enforcement programs. For example, DCAS CEI engages EEO professionals from over 80 agencies through mandatory bi-monthly best practices meetings, offers direct consultation on correctly conducting EEO complaint investigations and provides training for newly appointed EEO officers. Information is also made accessible and shared with agencies to disseminate among their workforces. This includes the EEO Policy Handbook, *What to Know About Equity, Inclusion, and EEO*, that summarizes the EEO Policy, as well as the *EEO Complaint Process at a Glance* graphic. These tools are developed for agencies to widely distribute in order to effectively promote transparency, clarity and to raise additional awareness about employee protections and available resources.

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<sup>6</sup> DCAS CEI derives its authority from the New York City Charter, Chapter 35, Section 814.1, to enable City agencies to comply with the City's Equal Employment Opportunity (EEO) Policy and the City Charter provisions and laws concerning equal employment opportunity. The New York City Charter provides for the creation of a diversity and inclusion office within DCAS to guide agencies. CEI highlights the City's efforts to address workforce inequities, agencies' compliance with non-discriminatory and equitable employment practices, policy, reporting and training requirements.

The City's EEO Policy is routinely updated to include new legally protected categories and other relevant information. Near the end of FY 2024, on June 28, 2024, DCAS CEI published an updated version of the EEO Policy featuring significant enhancements to the section concerning sexual harassment complaints, which notably includes enhancements such as an expanded list of illustrative examples of sexual harassment, now encompassing the intentional misuse of personal pronouns, sex-based stereotyping, and inappropriate remarks or imagery shared via virtual platforms, social media, and messaging applications. Additionally, the revised EEO Policy introduced a new section on bystander intervention designed to educate employees on safe and effective methods for intervening or reporting incidents of harassment they may witness.

In addition, DCAS utilizes information from the Citywide Workplace Climate Survey, mandated under Local Law 101 of 2018 (LL101), to gauge employee awareness of Citywide EEO Policy, their rights, and available resources. Based on agency-specific survey results, as required by LL101, agencies developed action plans in prior years that were geared toward increasing the awareness of the EEO Policy, the agency's EEO Office, and the complaint process. It can reasonably be concluded that such agency-level efforts have gradually contributed to employees' willingness to come forward to report complaints.

Lastly, DCAS CEI continues to maintain constant communication and engagement with agency EEO professionals to ensure standardization and consistency in the execution of the City's EEO Policy and relevant non-discrimination processes and practices. For example, DCAS CEI is proactive in conducting outreach to agencies that need to increase completion rates for the City's mandated EEO trainings, including sexual harassment prevention training, so they may develop and apply strategies to increase compliance among employee populations in various operations. In addition, through agency spotlight segments at the mandatory bi-monthly best practices meetings, DCAS CEI shares with the City's EEO Officers and Chief Diversity Officers notable and impactful EEO practices at various City agencies. DCAS CEI also maintains consistent supportive contact by providing consultation to agencies that may have inquiries about the EEO investigation process. DCAS CEI also continues to curate trainings for EEO professionals on nuanced investigation topics such as trauma informed interview practices and the role of intersectionality in EEO complaint investigations. DCAS CEI has also increased accessibility to guidance resources, which have been centralized for City EEO professionals to easily access. The resources include investigation process templates, model forms, training materials, and other helpful resources.

All of these ongoing citywide efforts are intended to have the positive effect of encouraging the workforce to report any and all concerns about potential workplace sexual harassment so that they can be addressed.

## **| Conclusion**

The decrease in sexual harassment complaints in FY 2025 is a positive indicator of the workforce's awareness of the rights, resources and protections that empower them to come

forward. Awareness also deters misconduct that can give rise to the filing of EEO complaints based on allegations of sexual harassment.

The 345 complaints represent a relatively small fraction of a workforce of approximately more than 375,000 employees. While only individual agencies can best analyze and explain specific trends that reflect a decrease in filings in their respective workplaces, the City of New York remains firmly committed to preventing all forms of workplace discrimination, including sexual harassment. Therefore, the City will continue to enhance and develop tools and resources that raise awareness among the workforce of their rights, protections, responsibilities and resources, and the City's sexual harassment complaint process. This includes providing best practice guidance to agencies on proper investigation processes and strategizing for proactive training and education efforts, as described above.

The City's persistent and large-scale work to prevent and educate about sexual harassment exemplifies of the City's continued focus and investment in emerging as a global leader in fair and equitable employment practices.



**Figure 3. Sexual Harassment Complaints for the Period 7/01/2024-6/30/2025<sup>1</sup>**

Agency	Complaints Filed in FY 2025	Complaints Filed and Resolved in FY 2025	Complaints Resolved During FY 2025 <sup>2</sup>	Substantiated Complaints Filed and Resolved in FY 2025	Substantiated Complaints During FY 2025 <sup>2</sup>	Not Substantiated Complaints Filed and Resolved in FY 2025	Not Substantiated Complaints During FY 2025 <sup>2</sup>	Withdrawn Complaints Filed and Resolved in FY 2025	Withdrawn Complaints During FY 2025 <sup>2</sup>
ACS	20	6	9	6	7	-	-	-	-
DCAS	-	-	14	-	-	-	9	-	-
DEP	13	-	-	-	-	-	-	-	-
DOC	17	-	17	-	-	-	9	-	-
DOE	11	-	42	-	10	-	23	-	-
DOHMH	9	8	9	-	-	-	-	-	-
DPR	53	39	73	15	21	16	31	-	-
DSNY	7	6	6	-	-	-	-	-	-
FDNY	24	11	28	6	19	-	-	-	-
H+H	107	30	71	-	8	7	18	-	-
HRA	10	9	12	-	7	-	-	-	-
NYPD	33	21	25	10	14	-	-	-	-
<b>Total<sup>3</sup></b>	<b>345</b>	<b>159</b>	<b>350</b>	<b>58</b>	<b>115</b>	<b>52</b>	<b>127</b>	<b>5</b>	<b>9</b>

<sup>1</sup> **Notes on data:**

- This report is reliant on the accuracy of agencies in self-reporting cases and their respective status during the reporting period.
- Complaint “resolved” means *the case is closed by the agency EEO Office*.
- Complaint “substantiated” refers to the investigative finding and means that *based on the evidence, it is more likely than not that there was a violation of the EEO Policy*.
- Complaint “not substantiated” refers to the investigative finding and means that *based on the evidence, it is not likely that there was a violation of the EEO Policy*.
- Complaint “withdrawn” means *the case is withdrawn by the complainant*.

<sup>2</sup> Cases that have been resolved in FY 2025 regardless of when the case was filed are also included.

<sup>3</sup> Pursuant to LL97, DCAS publishes agency data only where there are more than five complaints. In a cell where the number reported is between zero and five, the number is replaced with a “-” symbol but are included in the totals.

# DCAS

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