



Commission on Human Rights

DATE: June 12, 2023

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STATEMENT FROM NYC COMMISSION ON HUMAN RIGHTS ANNOUNCING RULING ON CASE OF SEXUAL HARASSMENT IN THE WORKPLACE

The New York City Commission on Human Rights (the Commission) issued a Decision and Order holding Respondents liable for gender-based workplace sexual harassment.

The Commission has issued a Decision and Order mandating the respondents pay the maximum civil penalty of \$250,000 in addition to approximately \$300,000 in compensatory damages to the complainant. The Commission's Office of the Chair is responsible for issuing [Decision and Orders](#) after a trial in front of an Administrative Law Judge. Decisions and Orders can mandate relief including monetary damages, civil penalties, and trainings, along with affirmative relief.

On an almost daily basis for the duration of her employment, the complainant was subject to gender-based harassment by her employer. This included vulgar comments about her body, appearance, and clothing, often in front of co-workers. The respondent proclaimed his desires to be sexually active with the complainant and his behavior turned overtly physical at least twice. When the complainant admonished her boss for groping her, he retaliated by laughing at her, substantially reducing her hours, and then effectively discharging her.

As part of the [Decision](#), the Commission also mandated anti-sexual harassment trainings for the entire staff. Education is essential to prevent discrimination in any workplace. The Commission offers a free, interactive, web-based anti-sexual harassment training. Anyone in New York City can access the training and information about stopping sexual harassment in the workplace on our [website](#). Most employers in New York City are required to provide annual anti-sexual harassment training to employees and this training fulfills the requirement.

Anyone in New York City who feels they have experienced or witnessed discrimination can reach out to the Commission by calling 212-416-0197, [filling out the online form](#), or visiting one of the Commission's offices.

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The New York City Commission on Human Rights seeks to prevent discrimination and enforces the New York City Human Rights Law—one of the most comprehensive civil rights laws in the nation. The Law includes more than 25 protected classes in housing, employment, and public spaces.