



# Commission on Human Rights

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## NYC COMMISSION ON HUMAN RIGHTS ANNOUNCES \$330,000 SEXUAL HARASSMENT SETTLEMENT WITH GUCCI

*Gucci also agrees to anti-discrimination trainings, revise gender-based discrimination policy, undergo NYC Commission on Human Rights monitoring, and display “[Notice of Rights](#)” posters in stores and corporate office.*

**NEW YORK, NY**—The New York City Commission on Human Rights (“CCHR”) announced a \$330,000 settlement with Gucci America Inc., (“Gucci”) in a matter involving sexual harassment. For approximately five years, a former Gucci sales associate endured egregious physical and verbal harassment by both a fellow sales associate and a manager in one of Gucci’s New York City retail stores. Gucci, despite knowledge of the persistent sexual harassment, failed to address the blatant discrimination in violation of the New York City Human Rights Law (“NYCHRL”). After the Complainant reported the incidents, she faced retaliation from her manager, which only heightened the level of harm. The Complainant suffered pervasive emotional and physical distress due to the hostile work environment and Gucci’s lack of action.

“Our message is loud and clear: New York City will never tolerate sexual harassment. If you are the target of this offensive behavior, we will have your back,” said **New York City Mayor Eric Adams**. “Every New Yorker has a right to a workplace free from sexual harassment, and our administration works every day to make that right a reality. We will continue this crucial work to eliminate sexual harassment and ensure every New Yorker is safe at home, at work, and in their communities.”

Anti-sexual harassment provisions under the NYCHRL are among the strongest in the nation. The NYCHRL’s protections extend from Fortune 500 companies to small business with four or more employees, to homes that employ one or more domestic workers.

As part of the settlement, Gucci will pay \$250,000 in damages to the Complainant and \$80,000 in civil penalties to the City of New York. Gucci also agreed to:

- Submit revisions of their gender-based discrimination policies to CCHR. The revised policy must include clear definitions of sexual harassment, gender-based discrimination, and retaliation; incorporate bystander reporting/intervention policy; describe the internal complaint procedure; and clarify that harassing behavior does not need to be directed at an individual to be considered sexual harassment.

- Undergo 15 months of monitoring of sexual harassment claims at Gucci by CCHR.
- Clearly display CCHR’s [“Notice of Rights,”](#) [“Stop Sexual Harassment Act Notice,”](#) and [“Stop Sexual Harassment Fact Sheet”](#) in both in English and Spanish at all New York City retail stores and Gucci’s corporate office.
- Ensure all New York City Gucci retail-store employees receive training on gender-based discrimination under the NYCHRL.

“New York City’s Human Rights Law guarantees the right to a workplace free of sexual harassment,” said **Chief Counsel to the Mayor and City Hall Lisa Zornberg**. “If companies fail to uphold that right, we will take action to protect New Yorkers and make our city a safer place.”

“The Commission has made it abundantly clear: sexual harassment will not be tolerated in our city,” said **CCHR Chair and Commissioner, Annabel Palma**. “We know that gender-based discrimination is significantly underreported and even if reported, harassment may persist without repercussions. Sexual harassment provokes fear and intimidates those who are subjected to it. This settlement encourages New Yorkers to come to the Commission to seek relief from harm and sends a clear message to employers that sexual harassment will be met with the full force of the city’s Human Rights Law. Whether it’s one inappropriate comment or a pattern of harassment, the Commission has your back.”

“Everyone should be treated with dignity in the workplace,” said **CCHR Law Enforcement Bureau Deputy Commissioner, Sapna Raj**. “Our settlements not only strive to seek monetary relief for those who have faced discrimination, but they establish new policies and trainings that foster a respectful culture. It is critical that the Commission require entities to implement lasting change that benefit as many New Yorkers as possible.”

CCHR has demonstrated a lasting commitment to eliminating sexual harassment in New York City via legal and educational avenues. During FY23, CCHR issued a [Decision & Order](#) involving sexual harassment that awarded \$250,000 in emotional distress damages in addition to civil penalties, postings, and trainings.

Trainings are an essential tool when working to prevent discrimination. CCHR 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.