



FOR IMMEDIATE RELEASE

CONTACT: Alicia McCauley, amccauley@cchr.nyc.gov, 646-385-5364

DATE: November 18, 2021

**NYC COMMISSION ON HUMAN RIGHTS LAUNCHES PUBLIC EDUCATION
CAMPAIGN ON DOMESTIC WORKER RIGHTS**

The campaign will run on social media and out of home on LINKNYC Kiosks, bus shelters, and local businesses

NEW YORK—The NYC Commission on Human Rights is launching a public education campaign to inform domestic workers and their employers of expanded workplace protections. Intro 339-B, signed in August, extends the coverage of the NYC Human Rights Law to full and part-time domestic workers, regardless of employer size - eliminating the typical 4-employee minimum for employer liability. The campaign will highlight that in many instances, private homes are a workplace where discrimination, harassment, and retaliation are prohibited.

“March of 2022 ushers in an important expansion of the NYC Human Rights Law when Intro 339-B takes effect,” **said Annabel Palma, Chair and Commissioner of the NYC Commission on Human Rights.** “Domestic workers, such as caregivers, nannies, and housekeepers, are essential to New Yorker’s ability to thrive, and care work is a vital piece of the city’s infrastructure. Our campaign aims to educate domestic workers on their rights and protections, and to ensure employers understand their obligations.”

There are roughly 300,000 people in New York employed as domestic workers. Domestic workers are uniquely vulnerable to wage theft, abuse, and discrimination, and have been historically excluded from national and state-level labor and anti-discrimination laws. Domestic workers are disproportionately women of color and immigrants, often with caregiving responsibilities of their own and have had little to no recourse when facing discrimination and harassment in the workplace.

The new NYC Human Rights Law protections will take effect on March 12, 2022. The expansion of the law prohibits discrimination in hiring based on membership in a protected class such as age, race, gender, and religion, among others; prohibits inquiries into salary and credit histories; and provides for reasonable accommodation for employees on the basis of religion and disability, as well as accommodations for pregnancy, breastfeeding, and lactation-related needs. To comply with the human rights law, employers must provide employee with notice of their rights. Employees whose rights have been violated can file a claim with the Commission or another venue of their choosing.

There are some workers who are not covered by the expansion of the law, including workers related to an employer and those who work on a casual, irregular basis. Full details on the law and who is covered [can be found on the Commission’s website](#).

Ads for the public education campaign will launch on Twitter, Instagram, and Facebook on November 18, 2021, followed by a larger city-wide out of home campaign in early 2022. Further, the Commission is partnering with sister agencies, community advocates, and domestic worker organizations to create and distribute materials at employer access points throughout the city and to raise awareness through neighborhood associations, community boards, schools, and other institutions.



The New York City Commission on Human Rights enforces the New York City Human Rights Law—one of the most protective in the nation. The law includes 27 protected classes in housing, employment, and public accommodations. Anyone who has experienced or witnessed discrimination is encouraged to report it to the Commission by calling 212-416-0197 or going to www.nyc.gov/reportdiscrimination.

###