



New York City Commission on Human Rights

22 Reade Street  
New York, NY 10007  
212-306-7450 | 212-416-0197  
[www.nyc.gov/site/cchr](http://www.nyc.gov/site/cchr)

**FOR IMMEDIATE RELEASE**

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**CONTACT: [press@cchr.nyc.gov](mailto:press@cchr.nyc.gov), (212) 416-0250**

## **ENSURING WORKING NEW YORKERS KNOW THEIR RIGHTS, THE NYC COMMISSION ON HUMAN RIGHTS ANNOUNCES NEW LACTATION POLICY REQUIREMENTS**

**NEW YORK, NY** — The New York City Commission on Human Rights proudly announces changes to the Human Rights Law that require employers with four or more employees in New York City to post lactation accommodation policies physically and on an intranet if the employer has one. The new provision, which went into effect May 8, 2025, strengthens the city's commitment to ensuring health and dignity of workers across the city.

To enhance transparency, employers must clearly display their accommodation room policies in a prominent location in the workplace and make them readily available for employees. These policies must outline the process for requesting a lactation room, and detail the employer's obligations to provide a clean, private space – separate from the bathroom – for lactating employees.

Employer lactation policies must reflect that employees are entitled to express milk during working hours free from harassment or discrimination, and include the employer's obligation to provide 30 minutes of paid break time, and the right to use existing paid break time or meal time for time in excess of 30 minutes, in accordance with NYS Labor Law. Working New Yorkers have an array of anti-discrimination protections in the workplace, including accommodations for pregnancy, childbirth and related conditions, and protections against discrimination based on caregiver status.

To help employers comply, the Commission has updated its model lactation policies, FAQs, and additional materials available at <https://www.nyc.gov/site/cchr/law/lactation.page>. Non-compliance may result in penalties as the Commission continues to prioritize the dignity and wellness of all those who live, work, and visit New York City.

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 is the agency responsible for enforcing the NYC Human Rights Law, one of the most comprehensive civil rights laws in the nation. The



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Commission works to promote equality and combat discrimination in New York City through law enforcement, community relations, and public education.