



Commission on Human Rights

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NYC COMMISSION ON HUMAN RIGHTS ANNOUNCES EDUCATION CAMPAIGN ON NEW DOMESTIC WORKER PROTECTIONS

Expanded workplace protections for domestic workers go into effect this Saturday, March 12, 2022

NEW YORK – Today the New York City Commission on Human Rights announces an outreach and education campaign targeting domestic workers and their employers as [Local Law 88 of 2021](#) takes effect. This amendment to the City Human Rights Law extends fundamental employment protections to domestic workers, including nannies, housekeepers, and home health aides. As a result, domestic workers have an enforceable right to be free from discrimination, harassment, and retaliation.

Local Law 88 was signed into law in August of 2021 and takes effect on March 12. The Law removes the statutory 4-employee minimum with respect to domestic workers, extending basic employment protections by:

- Providing City Human Rights Law protections to a domestic worker, even if they are a sole employee.
- Protecting against harassment and discrimination in hiring, firing, and terms and conditions of employment based on membership in a protected class such as age, race, gender, and religion, among others.
- Requiring employers to inform domestic workers about protections against sexual harassment, and other rights.
- Prohibiting inquiries into salary and credit histories; and
- Providing for reasonable accommodation in the workplace on the basis of religion and disability, as well as accommodations for pregnancy, breastfeeding, and lactation-related needs.

The Human Rights Law will now afford full-time and part-time domestic workers the ability to seek redress under the City Human Rights Law that is available to other covered workers.

“Domestic workers keep New York City homes moving and provide families invaluable support day after day,” said **New York City Mayor Eric Adams**. “These workers have rights, and the Human Rights Law will ensure those rights are protected under the law.”

“March 12, 2022 ushers in an important expansion of the NYC Human Rights Law” said **Annabel Palma, Chair and Commissioner of the NYC Commission on Human Rights**.

“While care work is an essential piece of the City’s infrastructure, domestic workers have long

been deprived of basic workplace rights. A private home can also be a workplace. We are thrilled that as a result of changes to the Human Rights Law, workplace abuses no longer need to remain in the shadows. The Commission is now a venue to vindicate domestic worker rights. We are taking action in the coming months to educate New York’s domestic workers about their rights and protections, and to ensure employers understand their obligations.”

The Commission's educational campaign targets employers of domestic workers, who have new obligations, as well as domestic workers throughout New York City. The campaign will be visible in bus shelters and Link kiosks throughout the five boroughs, as well as in multilingual print and social media advertisements. Posters will be placed in stores across the City throughout the Spring. The Commission has launched a new training for both employers and employees, which highlights new workplace protections, and more information on domestic worker rights can be found on [the Commission’s website](#).



The Commission will participate in a press conference on March 16th at 11 am EST to discuss the new protections. The [virtual press conference](#), hosted by [the National Domestic Workers Alliance \(NDWA\)](#), will include worker advocates, elected officials, and Commissioner Palma from the NYC Commission on Human Rights. Press can register in advance [here](#).

The Commission on Human Rights is also organizing days of visibility throughout New York City later this month: March 28 (Brooklyn); March 29th (Bronx); March 30 (Manhattan); March 31 (Queens); April 1 (Staten Island).

The New York City Commission on Human Rights implements the New York City Human Rights Law—one of the most comprehensive civil rights laws in the nation. The Law includes 27 protected classes in housing, employment, and public accommodations. If you have witnessed or experienced discrimination, contact the Commission at 212-416-0197 or www.nyc.gov/reportdiscrimination.