

WOMEN in NYC

deserve to live and work with

RESPECT
SAFETY and
DIGNITY

HARASSMENT IS NEVER OKAY.

Under the New York City Human Rights Law, one of the strongest and broadest anti-discrimination laws in the country, women who visit, live, or work in NYC have the right to be free from discrimination and harassment as they go about their daily lives. The NYC Commission on Human Rights, the City agency responsible for combating discrimination and enforcing the NYC Human Rights Law, fights to ensure that all women are treated with dignity and respect.

Discrimination based on your protected status such as gender and gender identity, race, color, religion/creed, national origin, disability, sexual orientation, immigration status, or other protected status is unlawful in NYC. If you have been the victim of discrimination or harassment, report it to the NYC Commission on Human Rights by calling 311 and asking for Human Rights or calling the Commission directly at (212) 416-0197.

For more information on protections for women and other categories under the NYC Human Rights Law, **visit NYC.gov/HumanRights**.

HARASSMENT ON THE JOB

The NYC Human Rights Law protects women from harassment on the job by making it unlawful for employers or colleagues to mistreat women or treat them differently because of their gender, pregnancy, or status as a caregiver. In addition, women are entitled to reasonable accommodations at work based on their pregnancy, childbirth, or related medical condition to ensure that no woman should have to choose between their job and a healthy pregnancy.

The NYC Human Rights Law prohibits discrimination in:

- **Hiring, firing, and work assignments**
- **Salary, benefits and other forms of compensation**
- **Promotions or demotions**
- **Performance evaluations**
- **Any other decisions that affect the terms and conditions of employment**

Scenarios to help you identify harassment:

A woman is approached by her supervisor, who has asked her out on numerous occasions, and is told that “prudes don’t get promotions and you better get with the program.”

A server in a restaurant is harassed by a regular customer, who repeatedly pinches her thighs and buttock and invites her to go home with the customer. The server tells her manager what’s going on and asks if she can be assigned to another table when the customer comes in, but the manager refuses.

HARASSMENT ON THE STREET AND IN OTHER PUBLIC SPACES

The NYC Human Rights Law prohibits gender-based harassment on the street, in public spaces, and in all types of public accommodations, such as restaurants and gyms. Women have the right to attend a doctor’s appointment, eat at a restaurant, and enjoy other public accommodations without fear of being harassed or mistreated because they are women.

Public accommodations must provide equal access to their goods and services regardless of gender. Examples of common businesses and areas of public accommodation where women are protected include:

- **Stores**
- **Banks**
- **Medical or dental offices**
- **Government agencies**
- **Hair salons**
- **Hospitals**
- **Hotels**
- **Theaters**
- **Restaurants**
- **Schools**

Scenarios to help you identify harassment:

A woman is approached on campus by an acquaintance who says, “Hey gorgeous (while aggressively pulling the woman by her wrist), I’m taking you back to my room so you know what it’s like to be with a real man.”

A woman is approached by a neighbor on her way to work. The neighbor shoves her aggressively against the wall and says “Pretty women shouldn’t be walking alone at night, you never know what can happen.”

