



2023 NYC Sexual Harassment Complaint Report

Local Law 97 of 2018

Introduction

On May 9, 2018, the Stop Sexual Harassment in NYC Act was signed into law, expanding current City laws against sexual harassment, including enacting Local Law 97 of 2018 (LL97). LL97 requires the Department of Citywide Administrative Services (DCAS), in partnership with all City agencies, to submit a comprehensive report on sexual harassment complaints filed at every City agency each fiscal year. Openly reporting this data demonstrates the City's commitment to prevent and effectively address sexual harassment in the workplace.

Overview

The complaints in this report cover all City job and internship applicants, current and former City employees, interns, independent contractors, and volunteers who initiated the complaint process during FY23. The number of complaints in this report are listed in the following manner, in accordance with the requirements of LL97¹:

1. Filed.
2. Resolved.
3. Substantiated.
4. Not substantiated.
5. Withdrawn.

Sexual Harassment Trends

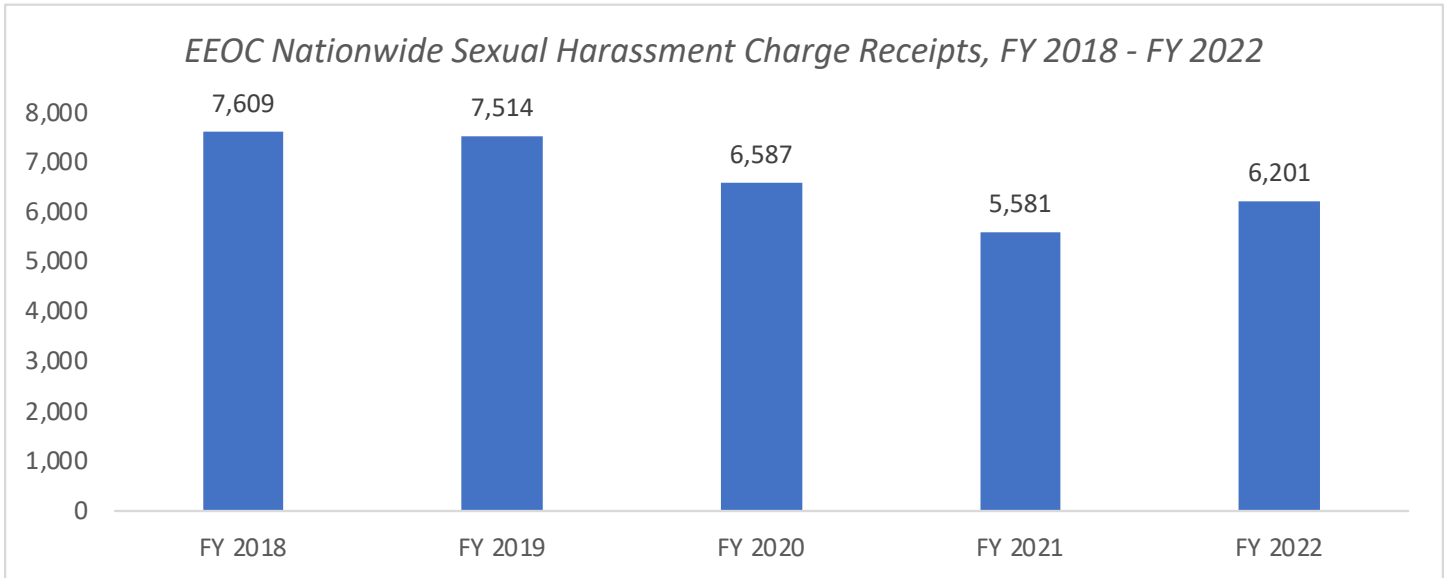
According to nationwide data from the federal Equal Employment Opportunity Commission (EEOC), in fiscal year 2022 (FY22), it received 6,201 sexual harassment complaints. No data is available for fiscal year 2023 (FY23) at the time of publication of this report. (See **Figure 1.**)

Although the EEOC nationwide data for FY23 is not yet available, this report customarily shows the EEOC complaint trends filed in that federal venue as a useful indicator that sexual harassment in the workplace must remain a concern for all employers throughout the country.

¹ Also included are cases that were resolved in FY23 but were filed in previous fiscal years.

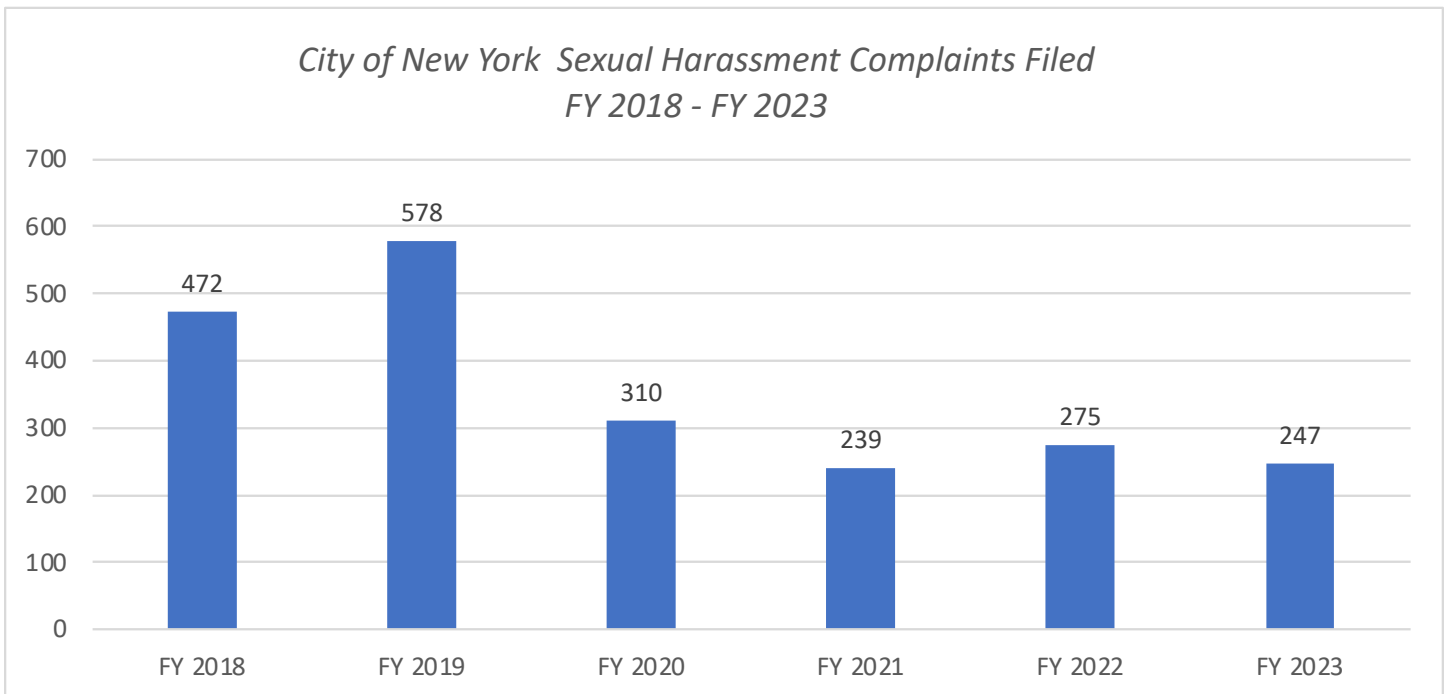
Notably, in the City of New York there has been a decrease in sexual harassment complaints in FY23. (See **Figure 2.**)

EEOC Nationwide Sexual Harassment Complaints Total (Figure 1.)



Sources: EEOC²

City of New York Sexual Harassment Complaints Total (Figure 2.)



² [EEOC Charges Alleging Sexual Harassment FY 2010 – FY 2022](#)
[EEOC Charge Statistics FY 1997 through FY 2022](#)

The City of New York saw a 10% decrease in FY23, with 247 sexual harassment complaints, down from 275 sexual harassment complaints filed in FY22. The FY23 City data appears on the last page of this report in greater detail.

The decrease in FY23 can be attributed to the following:

Training

The City's annual sexual harassment prevention training and agency-specific training efforts that reinforce awareness of inappropriate interactions have successfully served to educate the workforce to identify such behavior and to report it.

Additional training designed to address multiple forms of discrimination complement and reinforce principles in the annual sexual harassment prevention training mandated under Local Law 92 (2018) and reinforce anti-sexual harassment awareness. The *Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees*, which all City employees are required to complete biennially, and which includes a module that defines sexual harassment, provides examples of sexual harassment, details the role of managers and supervisors when it comes to reporting instances of sexual harassment in the workplace, and also touches upon bystander intervention, if feasible in a situation.

Agencies have also said that effective training, coupled with targeted agency-specific initiatives, has contributed to a decrease in the reporting of complaints.

Support and Guidance for Agencies

Furthermore, the municipal workforce's trust in the City's EEO processes and relevant rights and resources is bolstered because the City provides resources to agencies in support of their EEO enforcement programs. For example, DCAS Citywide Equity and Inclusion (CEI)³ engages EEO professionals from over 80 agencies through

³ DCAS CEI derives its authority from the New York City Charter, Chapter 35, Section 814.1, to enable City agencies to comply with the City's Equal Employment Opportunity (EEO) Policy and the City Charter provisions and laws concerning equal employment opportunity. The New York City Charter provides for the creation of a diversity and inclusion office within DCAS to guide agencies. CEI highlights the City's efforts to address workforce inequities, agencies' compliance with non-discriminatory and equitable employment practices, policy, reporting and training requirements.

bi-monthly best practices meetings, offers direct consultation on correctly conducting EEO complaint investigations, provides training for newly appointed EEO officers, and advises on creative recruitment strategies. DCAS also provides agencies with various tools, including ongoing assessments of risk factors associated with sexual harassment, as well as an *EEO Complaint Process at a Glance* document and the recently published EEO Policy Handbook, *What to Know About Equity, Inclusion, and EEO*, that agencies widely distribute to the City's workforce to create transparency and to raise additional awareness about employee protections and available resources. In addition, DCAS utilizes information from the Citywide Workplace Climate Survey, mandated under Local Law 101 (2018), to gauge employee awareness of Citywide EEO Policy, their rights, and available resources. As a result of agency-specific survey results, agencies developed action plans geared toward increasing the awareness of the EEO Policy, the agency's EEO Office, and the complaint process.

Lastly, DCAS CEI has increased communication and engagement with agency EEO professionals to ensure standardization and consistency in the execution of the City's EEO Policy and relevant non-discrimination processes and practices. For example, CEI is proactive in conducting outreach to agencies that need to increase completion rates for the City's mandated EEO trainings, including sexual harassment prevention training, so they may develop and apply strategies to increase compliance. In addition, through agency spotlight segments at the mandatory bi-monthly best practices meetings, CEI shares with the City's EEO Officers and Chief Diversity Officers notable EEO and diversity, equity, and inclusion practices at various City agencies. CEI also maintains consistent supportive contact and has increased accessibility to guidance resources, which have been centralized for City EEO professionals to easily access. The resources include investigation process templates, model forms, training materials, and other helpful resources. These citywide efforts support the City's continued focus and investment in becoming a global leader in equitable, diverse, and inclusive employment practices.

The City of New York is firmly committed to preventing all forms of workplace discrimination, including sexual harassment. The City will continue to educate agency employees and increase their awareness about their rights, available resources, and the sexual harassment complaint process.

Sexual Harassment Complaints for the Period 7/01/2022-6/30/2023¹

Agency	Complaints Filed in FY23	Complaints Filed and Resolved in FY23	Complaints Resolved During FY23 ²	Substantiated Complaints Filed and Resolved in FY23	Substantiated Complaints During FY23 ²	Not Substantiated Complaints Filed and Resolved in FY23	Not Substantiated Complaints During FY23 ²	Withdrawn Complaints Filed and Resolved in FY23	Withdrawn Complaints During FY23 ²
DEP	11	-	-	-	-	-	-	-	-
DOC	24	-	7	-	-	-	-	-	-
DOE	7	-	19	-	9	-	7		
DOP	6	-	-	-	-	-	-	-	-
DOT	9	-	6	-	6	-	-	-	-
DPR	38	-	-	-	-	-	-	-	-
FDNY	21	7	14	-	10	-	-	-	-
H+H	43	11	51	-	13	6	36		
HPD	8	-	-	-	-	-	-	-	-
HRA	7	6	13	-	-	-	6	-	-
NYPD	39	20	37	-	8	-	10	-	6
Total³	247	67	180	21	62	25	78	6	9

¹ Notes on data:

- Complaint “resolved” means *the case is closed by the agency EEO Office.*
- Complaint “substantiated” means *based on the evidence, it is more likely than not that there was a violation of the EEO Policy.*
- Complaint “not substantiated” means *based on the evidence, it is not likely that there was a violation of the EEO Policy.*
- Complaint “withdrawn” means *the case is withdrawn by the complainant.*
- Pursuant to LL97, DCAS publishes agency data only where there are more than five complaints.

² Cases that have been resolved in FY23 regardless of when the case was filed are also included.

³ Agencies with zero to five incidents of sexual harassment complaints are not shown but are included in the totals. In a cell for which the number to be reported is between zero and five, the number is replaced with a “-” symbol.

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