



The League of Women Voters of New York State  
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**THE LEAGUE  
OF WOMEN VOTERS**  
*of New York State*

**MEMORANDUM IN SUPPORT OF:**  
**A. 5360 (Galef) / S.2 (Valesky)**

**TO: NYS Assembly**  
**DATE: May 4, 2015**

*Subject: An act to amend the executive law, in relation to unlawful discriminatory practices.*

The League of Women Voters of New York State (LWVNYS) strongly supports the above referenced legislation which extends the protections against sexual harassment to all workplaces not just those with four or more employees. This legislation intends to break down barriers that perpetuate discrimination and inequality based on gender.

More than 60% of the employers in this state have less than four employees, and currently employees in those businesses cannot bring a charge of sexual harassment against their employer. By changing the definition to include all employers, large and small, we make it possible for all employees to stand up to sexual harassment.

The overwhelming majority of all sexual harassment complaints to the Division of Human Rights or the Equal Opportunity Commission are filed on behalf of women, but this law protects everyone, regardless of gender or place of employment. In 2011, women filed 75% of all sexual harassment complaints filed at the New York State Division of Human Rights, and 83% of all sexual harassment complaints filed at the Equal Employment Opportunity Commission.

Sexual harassment is demeaning, does psychological damage, and diminishes employee productivity. The League of Women Voters of New York State believes sexual harassment should be banned from all workplaces.

***For the above reasons, the League of Women Voters of New York State strongly urges your support of A.5360 / S2.***