

COMMISSION ON HUMAN RIGHTS

Notice of Opportunity to Comment on Proposed Rules

What are we proposing? The New York City Commission on Human Rights (the “Commission”) is proposing to amend its rules to correct an error in numbering for the rules related to pregnancy, childbirth, and related medical conditions and sexual and reproductive health decisions in the New York City Human Rights Law.

How do I comment on the proposed rules? Anyone can comment on the proposed rules by:

- **Website.** You can submit comments to the New York City Commission on Human Rights through the NYC rules website at <http://rules.cityofnewyork.us>.
- **Email.** You can email comments to policy@cchr.nyc.gov. Please include a reference in the subject line to “Propose Rules of Practice.”
- **Mail.** You can mail comments to Office of the Chair, New York City Commission on Human Rights, 22 Reade Street, New York, New York 10007.
- **Fax.** You can fax comments to Zoey Chenitz, Senior Policy Counsel (646) 500-7330.

Is there a deadline to submit comments? You must submit written comments by May 17, 2021.

Can I review the comments made on the proposed rules? You can review the comments made online on the proposed rules by going to the website at <http://rules.cityofnewyork.us/>. Copies of all written comments will be available to the public at the Commission’s website.

What authorizes the Commission to make this rule? Sections 905 and 1043 of the New York City Charter authorize the Commission to make this proposed rule.

Where can I find the Commission’s rules? The Commission’s rules are in title 47 of the Rules of the City of New York.

What laws govern the rulemaking process? The Commission must meet the requirements of Section 1043 of the City Charter when creating or changing rules. This notice is made according to the requirements of Section 1043 of the City Charter.

Please note: Pursuant to Section 1043(e)(iii) of the City Charter, no public hearing will be held on the ground that it would serve no public purpose.

Statement of Basis and Purpose of Proposed Rule

The New York City Commission on Human Rights (the “Commission”) is proposing to amend its rules to edit the numbering of the sections related to discrimination on the basis of actual or perceived pregnancy, childbirth, or related medical conditions and sexual and reproductive health decisions in order to avoid duplication of section numbers in title 47 of the Rules of the City of New York.

The Commission’s authority for these rules is found in sections 905(e)(9) and 1043 of the New York City Charter.

PROPOSED RULE

Section 1. Sections 2-07, entitled “Prohibition on Discrimination Based on Pregnancy, Childbirth, and Related Medical Conditions, and Requirement for Employers to Accommodate Lactation Needs,” and 2-08, entitled “Prohibition on Discrimination Based on Sexual or Reproductive Health Decisions,” of title 47 of the Official Compilation of the Rules of the City of New York are renumbered sections 2-09 and 2-10.

**NEW YORK CITY LAW DEPARTMENT
DIVISION OF LEGAL COUNSEL
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212-356-4028**

**CERTIFICATION PURSUANT TO
CHARTER §1043(d)**

RULE TITLE: Amendment of Rules Relating to Pregnancy and related Medical Conditions and Sexual and Reproductive Health Decisions

REFERENCE NUMBER: 2021 RG 025

RULEMAKING AGENCY: City Commission on Human Rights

I certify that this office has reviewed the above-referenced proposed rule as required by section 1043(d) of the New York City Charter, and that the above-referenced proposed rule:

- (i) is drafted so as to accomplish the purpose of the authorizing provisions of law;
- (ii) is not in conflict with other applicable rules;
- (iii) to the extent practicable and appropriate, is narrowly drawn to achieve its stated purpose; and
- (iv) to the extent practicable and appropriate, contains a statement of basis and purpose that provides a clear explanation of the rule and the requirements imposed by the rule.

/s/ STEVEN GOULDEN
Acting Corporation Counsel

Date: April 5, 2021

**NEW YORK CITY MAYOR'S OFFICE OF OPERATIONS
253 BROADWAY, 10th FLOOR
NEW YORK, NY 10007
212-788-1400**

**CERTIFICATION / ANALYSIS
PURSUANT TO CHARTER SECTION 1043(d)**

RULE TITLE: Amendment of Rules Relating to Pregnancy and related Medical Conditions and Sexual and Reproductive Health Decisions

REFERENCE NUMBER: CCHR-10

RULEMAKING AGENCY: City Commission on Human Rights

I certify that this office has analyzed the proposed rule referenced above as required by Section 1043(d) of the New York City Charter, and that the proposed rule referenced above:

- (i) Is understandable and written in plain language for the discrete regulated community or communities;
- (ii) Minimizes compliance costs for the discrete regulated community or communities consistent with achieving the stated purpose of the rule; and
- (iii) Does not provide a cure period because it does not establish a violation, modification of a violation, or modification of the penalties associated with a violation.

/s/ Francisco X. Navarro
Mayor's Office of Operations

April 6, 2021
Date