

**466.14 Discrimination based on an individual's relationship or association with members of a protected class**

(a) Statutory Authority. Pursuant to N.Y. Executive Law § 295.5, it is a power and a duty of the Division to adopt, promulgate, amend and rescind suitable rules and regulations to carry out the provisions of the N.Y. Executive Law, article 15 (Human Rights Law).

(b) The Human Rights Law Section 297.1 permits “[a]ny person claiming to be aggrieved by an unlawful discriminatory practice” to file a verified complaint.

(c)(1) Where the term “unlawful discriminatory practice” is used in the Human Rights Law, it shall be construed to prohibit discrimination against an individual because of that individual’s known relationship or association with a member or members of a protected category covered under the relevant provisions of the Human Rights Law.

(c)(2) To prove a claim of discrimination based on a known relationship or association, complainants must establish they are aggrieved by an unlawful discriminatory practice by showing they have been be subjected to an adverse action as specified in relevant provisions of the Human Rights Law because of their known relationship or association with a member or members of a protected category covered under the relevant provisions of the Human Rights Law.