In Recognition of Women’s History Month
New York State Presents
Woman in the Workplace:
Yesterday, Today, Tomorrow

Finding Parity in the Workplace

Pay Equity
Women in New York State make 84 cents to every dollar earned by their male counterparts. For women of color the situation is even more critical: Black women make just 66 cents, and Latinas 55 cents for every dollar made by men. Further, women of color are often single mothers and frequently the primary earners for their families.

Women make up nearly 50% of the workforce and continue to be the sole breadwinners in many families. The wage gap has significant impact. Specifically single female headed households with children under five represent the highest percentage of people whose income falls below the poverty level (42.2%) while those with children under 18 years old represent more than 36% of households with income below the poverty level.

Governor Cuomo’s proposal will amend the current Labor law to end pay disparity and will provide back wages due and damages.

Sexual Harassment
In 2011, women filed 75% of all sexual harassment complaints filed at the New York State Division of Human Rights (NYSDHR) and 83% of all sexual harassment at the U.S. Equal Employment Opportunity Commission (EEOC).

Currently, those who work for employers with less than four employees cannot file a complaint with the NYSDHR. Sixty percent of the State’s private employers have fewer than four employees.

Governor Cuomo’s amendment to the current Human Rights law would protect workers from harassment regardless of the size of the workplace.
**Pregnancy Discrimination**

Pregnant women continue to suffer negative employment consequences despite existing laws, court decisions, regulations, and guidelines that prohibit such discrimination. In New York State pregnancy discrimination is considered a form of sex discrimination under the Human Rights Law and is also considered a disability under the Law.

Governor Cuomo wants to amend the Human Rights Law to create specific protections that requires employers to provide reasonable accommodations for pregnancy-related conditions.

**Familial Status Discrimination**

Women with children are consistently denied employment, promotions and often better salaries than similar situated men. This type of discrimination impacts those who may be most in need – 70% of children living with single mothers are poor or low income.

Governor Cuomo’s proposal would amend current Human Rights law to prohibit employers from denying jobs or promotions to employees simply because they have children. Passage of this amendment would make New York the fifth state in the nation, and the first in the Tri State area, to protect workers from this form of discrimination.

**Recovery of Attorneys’ Fees**

Except in housing discrimination cases, attorneys’ fees cannot be recouped even after proving at trial that discrimination occurred. As a result many who are discriminated against never seek redress; those who hire an attorney on a contingency fee arrangement do not realize the full benefit of the award because they must pay their attorneys using fees recovered; and some who cannot afford to hire an attorney, but who try to do so on a contingency basis, are unsuccessful because the case is either too small or too risky.

The Governor’s plan would amend current Human Rights law to include a provision for reasonable attorneys’ fees for successful complainants in cases of employment and credit discrimination..

To learn more about Governor Cuomo’s Women’s Equality Agenda visit [www.NY4Women.com](http://www.NY4Women.com).

If you feel you have been the victim of gender or any other type of discrimination contact the New York State Division of Human Right at 888-392-3644 or visit [www.dhr.ny.gov](http://www.dhr.ny.gov).