

LAW & POLICY GROUP

GRIST**US: NYC PROTECTS EMPLOYEES' SEXUAL, REPRODUCTIVE HEALTH DECISIONS**

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From 20 May 2019, New York City employers with at least four employees can't discriminate or take adverse action against an employee based on his or her sexual and reproductive health decisions, under a [law](#) enacted 20 Jan 2019. The protections cover any decision to receive services relating to sexual and reproductive health, including:

- Fertility-related medical procedures
- Sexually transmitted disease prevention, testing and treatment
- Family planning services and counseling, such as birth control drugs and supplies, emergency contraception, sterilization procedures, pregnancy testing and abortion

The law will be enforced by the New York City Commission on Human Rights, which already enforces an expansive list of protected categories under the city's human rights law.

RELATED RESOURCES

- [Law No. 2019/020](#) (New York City Council, 20 Jan 2019)

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