



Notice of Employee Rights of Reproductive Health Decisions

Central Casting New York

New York state law prohibits an employer from accessing an employee's personal information regarding the employee's or employee's dependent's reproductive health decision making, including but not limited to, the decision to use or access a particular drug, device or medical service without the employee's prior informed affirmative written consent.

Under New York state law, an employer shall not (a) take any retaliatory personnel action against an employee with respect to compensation, terms, conditions, or privileges of employment because of or on the basis of the employee's or dependent's reproductive health decision making, including, but not limited to, a decision to use or access a particular drug, device or medical service or (b) require an employee to sign a waiver or other document which purports to deny an employee the right to make their own reproductive health care decisions, including use of a particular drug, device or medical service.

An employee may bring a civil action in any court of competent jurisdiction against an employer alleged to have violated the provisions of the New York state law above. In any civil action alleging a violation of this law, the court may: (a) award damages, including, but not limited to, back pay, benefits and reasonable attorneys' fees and costs incurred to a prevailing plaintiff, (b) afford injunctive relief against any employer that commits or proposes to commit a violation of this law's provisions, (c) order reinstatement, and/or (d) award liquidated damages equal to one hundred percent of the award for damages recovered in (a) above unless an employer proves a good faith basis to believe that its actions in violation of this law were in compliance with the law. Nothing in this New York state law shall be construed to limit any rights of an employee provided under any other law or union collective bargaining unit.

Any act of retaliation for an employee exercising any rights granted under this New York state law shall subject an employer to separate civil penalties. Prohibited retaliation or retaliatory personnel action under this law means discharging, suspending, demoting or otherwise penalizing an employee for (a) making or threatening to make, a complaint to an employer, co-worker, or to a public body, that rights guaranteed under this law have been violated, (b) causing to be instituted any proceeding under or related to this law, or (c) providing information to, or testifying before, any public body conducting an investigation, hearing, or inquiry into any such violation of a law, rule, or regulation by the employer.

Signature

Date signed

Name (print)

