ACCOMMODATION OF VICTIMS OF DOMESTIC VIOLENCE, SEX OFFENSES AND STALKING POLICY – NEW YORK

In accordance with the New York City Human Rights Law and the terms and conditions set forth below, this Policy concerns the accommodation of employees working in New York University-New York (“University”) who are victims of domestic violence, sex offenses, or stalking.

DEFINITIONS

“Acts or threats of violence” includes, but is not limited to acts, that would constitute violations of the New York Penal Law.

“Victim of domestic violence” means an employee who has been subjected to acts or threats of violence, not including acts of self defense, committed: (i) by a current or former spouse of the employee, (ii) by a person with whom the employee shares a child in common, (iii) by a person who is cohabitating with or has cohabitated with the employee, (iv) by a person who is or has been in a continuing social relationship of a romantic or intimate nature with the employee, or (v) by a person who is or has continually or at regular intervals lived in the same household as the employee.

“Victim of sex offenses or stalking” means an employee who is the victim of acts that would constitute violations of the applicable sections of the New York Penal Law.

REASONABLE ACCOMMODATION

The University shall provide reasonable accommodation to enable an employee who is a victim of domestic violence, or a victim of sex offenses or stalking to satisfy the essential requisites of a job, provided that the employee’s status as a victim is known or should have been known by the University. To request such accommodation, the employee should contact the University’s Office of Equal Opportunity (OEO) and/or the applicable Human Resource (HR) Officer/HR Business Partner, as appropriate.

DOCUMENTATION

Within a reasonable period of time after the employee has requested accommodation, he or she may be required to provide a certification to OEO and/or the applicable Human Resource (HR) Officer/HR Business Partner, as appropriate, that he or she is a victim of domestic violence, sex offenses or stalking. The employee may satisfy this requirement by providing documentation
from an employee, agent, or volunteer of a victim services organization, an attorney, a member of the clergy, or a medical or other professional service provider, from whom the employee or the employee’s family or household member has sought assistance in addressing domestic violence, sex offenses or stalking and the effects of the violence or stalking; a police or court record; or other corroborating evidence.

**CONFIDENTIALITY**

All information provided to the University pursuant to this Policy, including a statement from the employee requesting reasonable accommodation or any other documentation, record, or corroborating evidence, and the fact that the employee has requested or obtained a reasonable accommodation pursuant to this Policy, shall be kept in the strictest confidence, except to the extent that the employee requests or consents to disclosure in writing, or except as otherwise required by applicable federal, state or local law.

**ANTI-DISCRIMINATION**

It is a violation of this Policy to refuse to hire, to terminate from employment, or to discriminate on the basis of compensation or other terms, conditions, or privileges of employment, because of the actual or perceived status of a victim of domestic violence, or a victim of sex offenses or stalking.