

New York City Employers Must Engage Employees in Accommodations Dialogue under New Law

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Starting on October 16, 2018, entities covered by the New York City Human Rights Law (HRL) will be required to engage in cooperative dialogue with individuals who may be entitled to reasonable accommodations under the HRL. Passed by the New York City Council on December 19, 2017, [Int. 804-A](#) applies to employers, providers of public accommodations, and providers of housing accommodations.

Int. 804-A makes it “an unlawful discriminatory practice for an employer, labor organization, or employment agency or an employee or agent thereof to refuse or otherwise fail to engage in a cooperative dialogue” required under the law. For additional details, see our article, [New York City Council Passes Bill Requiring Employers to Engage Employees in Accommodations Dialogue](#).

Int. 804-A became law on January 19, 2018, after Mayor Bill de Blasio failed to sign or veto the bill.

Please contact the Jackson Lewis attorney with whom you regularly work for assistance to determine whether and how this affects your organization.

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