



**2024 NYC
Sexual Harassment
Complaint Report**

Local Law 97 of 2018

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Introduction

On May 9, 2018, the Stop Sexual Harassment in NYC Act was signed into law, expanding current City laws against sexual harassment, including enacting Local Law 97 of 2018 (LL97). LL97 requires the Department of Citywide Administrative Services (DCAS), in partnership with all City agencies, to submit a comprehensive report on sexual harassment complaints filed at every City agency each fiscal year. Openly reporting this data demonstrates the City's commitment to prevent and effectively address sexual harassment in the workplace.

Overview

The complaints in this report cover all City job and internship applicants, current and former City employees, interns, independent contractors, and volunteers who initiated the complaint process during fiscal year (FY) 2024. The number of complaints in this report are listed in the following manner, in accordance with the requirements of LL97:¹

1. Filed.
2. Resolved.
3. Substantiated.
4. Not substantiated.
5. Withdrawn.

Sexual Harassment Trends

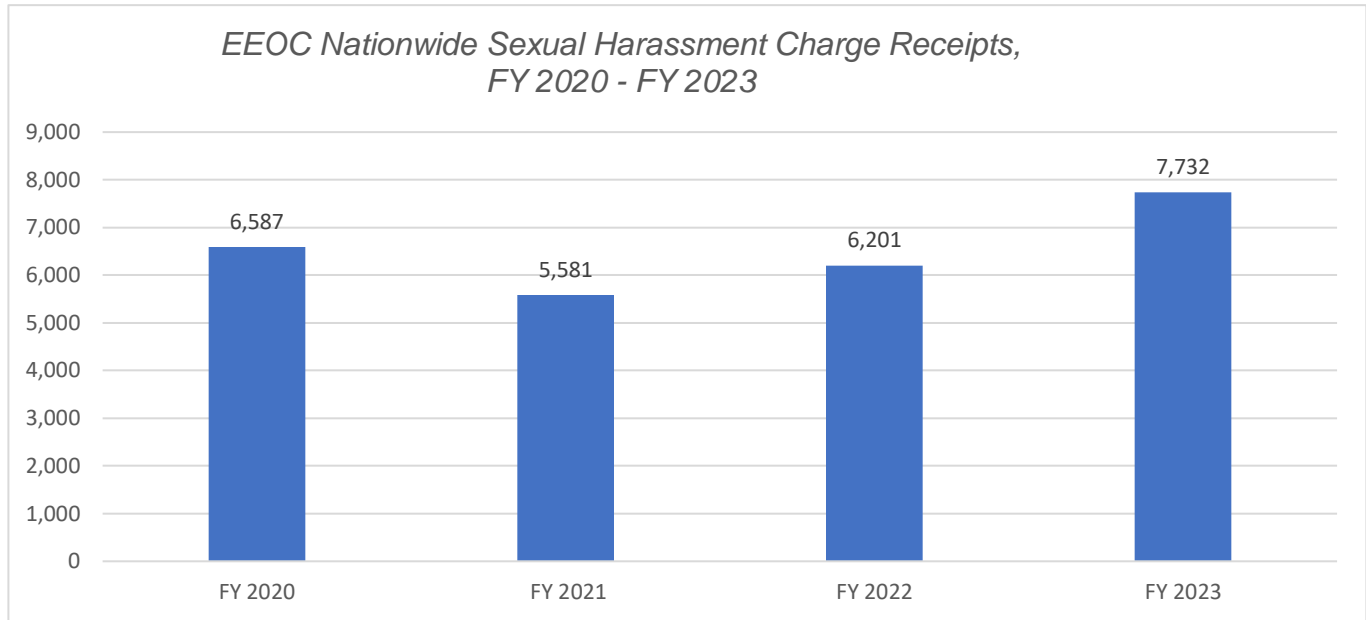
This report customarily shows, in addition to the citywide complaint data, the Equal Employment Opportunity Commission (EEOC) complaint trends because complaints filed in that federal venue are a useful indicator that sexual harassment in the workplace must remain a concern for all employers throughout the country.

The number of sexual harassment complaints filed with the EEOC has been steadily increasing over the past few fiscal years, increasing from 5,581 in FY 2021, to 6,201 in FY 2022, to 7,732

¹ Also included are cases that were resolved in FY 2024 but were filed in previous fiscal years.

in FY 2023, the highest number in 12 years.² No data is available for FY 2024 at the time of publication of this report.³ (See **Figure 1**.)

Figure 1. EEOC Nationwide Sexual Harassment Complaints Total



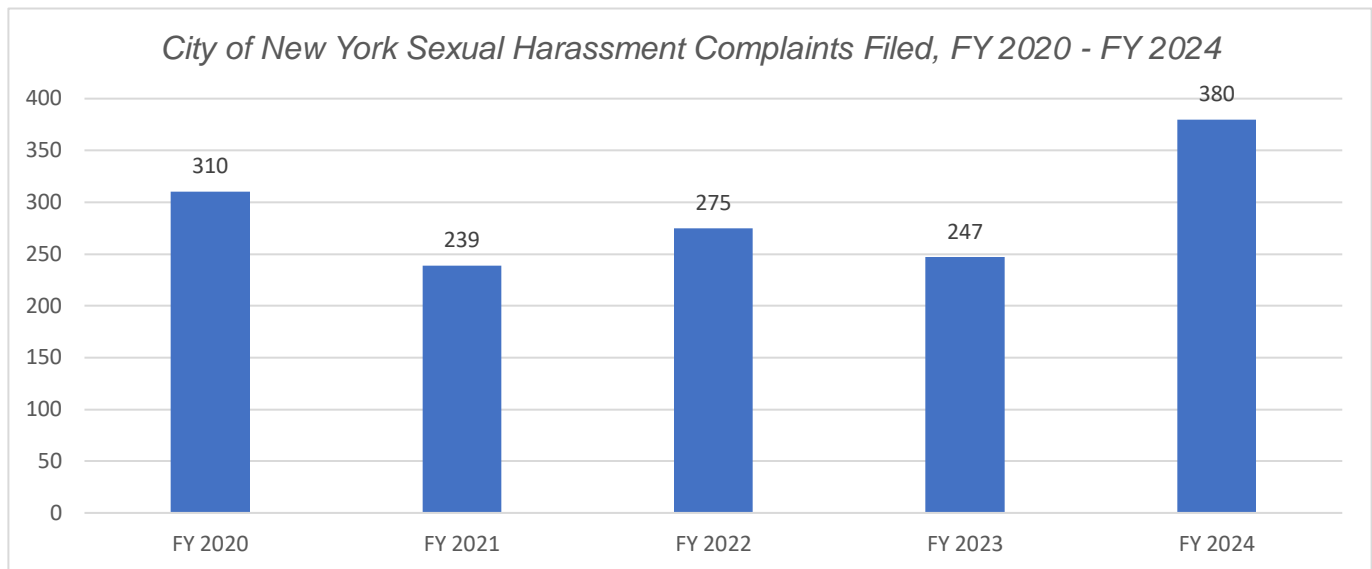
Source: EEOC⁴

Similar to the nationwide trend in recent years, the City of New York had an increase in sexual harassment complaints in FY 2024: 380 sexual harassment complaints, up from 247 sexual harassment complaints filed in FY 2023. (See **Figure 2**.) The FY 2024 City data appears on the last page of this report in greater detail and is based on what City agencies have directly reported to DCAS.

² See EEOC, [Enforcement and Litigation Statistics, Table E2c. Title VII Sexual Harassment Charge Receipts and Resolutions by Type of Resolution FY 2010 – FY 2023](#).

³ The federal government's fiscal year runs from October 1 through September 30; therefore, the EEOC's FY 2024 data will not be publicly available until 2025.

⁴ [Enforcement and Litigation Statistics, Table E2c. Title VII Sexual Harassment Charge Receipts and Resolutions by Type of Resolution FY 2010 – FY 2023](#).

Figure 2. City of New York Sexual Harassment Complaints Total

The increase in FY 2024 can generally be attributed to increased awareness among the City workforce of their rights, protections, and resources, which is achieved through consistent training and education measures, as well as consistent guidance and support given to agencies, as discussed below.

| Training

The City's annual sexual harassment prevention training and agency-specific training efforts that reinforce awareness of inappropriate interactions, the protection against retaliation and the available resources for reporting suspected sexual harassment, have successfully served to educate the workforce to identify such behavior and have fostered an environment where employees feel empowered to report it.⁵

Additional training designed to address multiple forms of discrimination complement and reinforce principles in the mandatory annual sexual harassment prevention training and reinforce anti-sexual harassment awareness. The *Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees*, which all City employees are required to complete biennially, and which includes a module that defines sexual harassment, provides examples of sexual harassment, details the role of managers and supervisors as mandatory reporters regarding instances of sexual harassment in the workplace, and explains to trainees the positive impact of bystander intervention, if feasible in a situation.

⁵ Sexual Harassment Prevention training is required annually under Local Law 92 of 2018, which is also part of the Stop Sexual Harassment in NYC Act.

DCAS regularly assesses the content of these trainings to identify areas of improvement and to determine whether revisions are necessary to enhance the overall effectiveness.

In addition, some agencies have attributed the increase in the reporting of complaints to effective training, including focusing on increased training efforts among certain job groups, combined with targeted agency-specific initiatives, such as conducting informative surveys, broadcasting to all employees the agency's commitment statement, increasing the visibility of the EEO Office at departmental meetings, expanding programming such as workshops and conferences throughout operations in all five boroughs, creating posters highlighting EEO counselors and conducting site inspections. In fact, some agencies indicated that an increase in complaints do not constitute any specific evidence of a recurring pattern but rather that training raised the workforce's awareness of what constitutes workplace sexual harassment, which results in greater employee trust and comfortability with reporting suspected workplace sexual harassment.

Resources, Support, and Guidance for Agencies

Furthermore, the municipal workforce's trust in the City's EEO processes and relevant rights and resources is bolstered because the City consistently provides resources to agencies in support of their EEO enforcement programs. For example, DCAS Citywide Equity and Inclusion (CEI)⁶ engages EEO professionals from over 80 agencies through bi-monthly best practices meetings, offers direct consultation on correctly conducting EEO complaint investigations and provides training for newly appointed EEO officers. The EEO Policy is routinely updated to include new legally protected categories. All such information is also made accessible and shared with agencies to disseminate among their workforce. This includes the EEO Policy Handbook, *What to Know About Equity, Inclusion, and EEO*, that summarizes the EEO Policy, as well as the *EEO Complaint Process at a Glance* graphic. These tools are developed for agencies to widely distribute to the City's workforce to promote transparency, clarity and to raise additional awareness about employee protections and available resources.

In addition, DCAS utilizes information from the Citywide Workplace Climate Survey, mandated under Local Law 101 of 2018 (LL101), to gauge employee awareness of Citywide EEO Policy, their rights, and available resources. Based on agency-specific survey results, as required by LL101, agencies developed action plans in prior years that were geared toward increasing the awareness of the EEO Policy, the agency's EEO Office, and the complaint process. It can

⁶ DCAS CEI derives its authority from the New York City Charter, Chapter 35, Section 814.1, to enable City agencies to comply with the City's Equal Employment Opportunity (EEO) Policy and the City Charter provisions and laws concerning equal employment opportunity. The New York City Charter provides for the creation of a diversity and inclusion office within DCAS to guide agencies. CEI highlights the City's efforts to address workforce inequities, agencies' compliance with non-discriminatory and equitable employment practices, policy, reporting and training requirements.

reasonably be concluded that such agency-level efforts have gradually contributed to employees' willingness to come forward to report complaints.

Lastly, DCAS CEI continues to maintain constant communication and engagement with agency EEO professionals to ensure standardization and consistency in the execution of the City's EEO Policy and relevant non-discrimination processes and practices. For example, CEI is proactive in conducting outreach to agencies that need to increase completion rates for the City's mandated EEO trainings, including sexual harassment prevention training, so they may develop and apply strategies to increase compliance among employee populations in various operations. In addition, through agency spotlight segments at the mandatory bi-monthly best practices meetings, CEI shares with the City's EEO Officers and Chief Diversity Officers notable and impactful EEO and diversity, equity, and inclusion practices at various City agencies. CEI also maintains consistent supportive contact by providing consultation to agencies who may have inquiries about the EEO investigation process. CEI has also curated trainings for the EEO professionals on nuanced investigation topics such as trauma informed interviews and the role of intersectionality in EEO complaint investigations. CEI has also increased accessibility to guidance resources, which have been centralized for City EEO professionals to easily access. The resources include investigation process templates, model forms, training materials, and other helpful resources.

All of these ongoing citywide efforts are intended to have the positive effect of encouraging the workforce to report any and all concerns about potential workplace sexual harassment so that they can be addressed. The City's persistent and large-scale work to prevent and educate about sexual harassment is exemplary of the City's continued focus and investment in emerging as a global leader in equitable, diverse, and inclusive employment practices.

Conclusion

While there has been an increase citywide in the number of complaints reported in FY 2024, it is important to note that the increase in filings is a positive indicator of the workforce's awareness of the rights, resources and protections that empower them to come forward. The 380 filings are relatively a small proportion among a workforce that averages 350,000 employees. While only individual agencies can best analyze and explain specific trends that reflect an increase of filings in their respective workplaces, the City of New York remains firmly committed to preventing all forms of workplace discrimination, including sexual harassment. Therefore, the City will continue to develop and provide tools and resources that raise awareness among the workforce of their rights, protections, resources and the City's sexual harassment complaint process. This includes providing best practice guidance to agencies on proper investigation process and strategizing for proactive training and education efforts, as described above.

Figure 3. Sexual Harassment Complaints for the Period 7/01/2023-6/30/2024¹

Agency	Complaints Filed in FY 2024	Complaints Filed and Resolved in FY 2024	Complaints Resolved During FY 2024 ²	Substantiated Complaints Filed and Resolved in FY 2024	Substantiated Complaints During FY 2024 ²	Not Substantiated Complaints Filed and Resolved in FY 2024	Not Substantiated Complaints During FY 2024 ²	Withdrawn Complaints Filed and Resolved in FY 2024	Withdrawn Complaints During FY 2024 ²
ACS	11	-	7	-	-	-	-	-	-
DCAS	7	-	7	-	-	-	-	-	-
DEP	7	-	7	-	-	-	-	-	-
DOC	20	8	27	-	8	-	11	-	-
DOE	19	-	48	-	26	-	10	-	-
DOT	10	-	6	-	-	-	-	-	-
DPR	76	44	82	9	13	13	27	-	-
DSNY	7	7	7	-	-	-	-	-	-
FDNY	28	12	24	6	11	-	-	-	-
H+H	97	22	54	7	17	6	20	-	-
HPD	15	-	-	-	-	-	-	-	-
HRA	20	11	12	-	-	7	7	-	-
NYPD	24	19	36	-	10	-	8	-	-
Total³	380	157	367	48	127	48	114	7	14

¹ **Notes on data:**

- This report is reliant on the accuracy of agencies in self-reporting cases and their respective status during the reporting period.
- Complaint “resolved” means *the case is closed by the agency EEO Office.*
- Complaint “substantiated” refers to the investigative finding and means that *based on the evidence, it is more likely than not that there was a violation of the EEO Policy.*
- Complaint “not substantiated” refers to the investigative finding and means that *based on the evidence, it is not likely that there was a violation of the EEO Policy.*
- Complaint “withdrawn” means *the case is withdrawn by the complainant.*

² Cases that have been resolved in FY 2024 regardless of when the case was filed are also included.

³ Pursuant to LL97, DCAS publishes agency data only where there are more than five complaints. In a cell where the number reported is between zero and five, the number is replaced with a “-” symbol but are included in the totals.

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