

the **WOMEN'S EQUALITY AGENDA**

The Women's Equality Agenda will ensure that New York's 10 million mothers, daughters, sisters and wives get a fair shake. This groundbreaking, comprehensive legislative agenda will level the playing field and break down barriers so women can fully and equally participate in society.

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Protect Reproductive Health and Choice: Every woman should be able to decide what is best for her and her family when deciding whether to use contraception, have a child or end a pregnancy, especially when her health is in danger. This measure ensures that every woman in New York State can get the health care she needs. It's not only about strengthening reproductive rights; it's about supporting autonomy, privacy and dignity.

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WEA

Achieve Pay Equity: Women in New York make just 84 percent of what their male peers are paid. This measure strengthens existing laws and enforcement measures to close the wage gap.

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Stop Sexual Harassment in All Workplaces: Three-quarters of sexual harassment complaints filed in New York are filed by women. This measure closes loopholes in existing law to protect employees of any business, large and small, from sexual harassment.

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Allow for Attorneys' Fees in Employment, Lending and Credit Discrimination Cases: Victims of employment, credit and lending discrimination are overwhelmingly women. This measure amends state law to include a provision for reasonable attorneys' fees for successful litigants, and ensures that discrimination victims have an opportunity to vindicate their rights.

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Strengthen Human Trafficking Laws: Sex-trafficking victims are almost always women. This measure creates an affirmative defense in prostitution prosecutions for defendants who are sex-trafficking victims.

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End Family Status Discrimination: Women with children are less likely to be recommended for hire or promoted, and in most cases are offered lower salaries than similarly situated men. This proposal prohibits employers from denying work or promotion to workers simply because they have children.

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Stop Source-of-Income Discrimination: Many landlords will not rent to people who need low-income housing assistance, the overwhelming majority of whom are women. This measure prohibits discrimination against tenants based on lawful sources of income.

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Stop Housing Discrimination for Victims of Domestic Violence: State law does not protect domestic-violence victims from housing discrimination, meaning landlords can evict them under zero tolerance policies. This measure protects victims of domestic violence from discrimination when they attempt to purchase, rent or lease housing.

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Stop Pregnancy Discrimination Once and For All: Too often, women are fired or forced to take unpaid leave because employers are not required to make minor job modifications for pregnant women. This measure requires employers to provide reasonable accommodations for pregnancy-related conditions.

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Protect Victims of Domestic Violence by Strengthening Order-of-Protection Laws: For someone facing threats of violence from an intimate partner, getting an Order of Protection can be difficult. This measure lifts some of the requirements of the process to make it less burdensome.