



NYC Independent Contractor Protections Take Effect

Beginning January 11, 2020, the New York City [Human Rights Law](#) was amended to provide a variety of protections to independent contractors/freelancers comparable to those of traditional employees. This means that independent contractors are protected against employment discrimination and harassment, just as equally situated employees are.

Additionally, independent contractors may request and receive reasonable accommodations for disability, pregnancy, lactation, etc. They must also be trained in sexual harassment prevention if they work at least 80 hours in 90 days in a calendar year for an employer with at least 15 employees. However, an independent contractor who has completed training with one employer does not need to be trained by other employers.

Employers should review the Commission on Human Rights' [fact sheet](#) and note that they are liable for discrimination or harassment committed by their independent contractors if they knew of the behavior and failed to stop it.

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