

NEW YORK CITY BANS DISCRIMINATION BASED ON HEIGHT OR WEIGHT

Effective Wednesday, November 22, 2023, the New York City Human Rights Law (“NYCHRL”) has been amended to **prohibit discrimination based on height or weight** in employment.

New York City employers are now prohibited from subjecting a job applicant or present employee to discrimination or harassment based on the actual or perceived height or weight of the individual.

Employers may not consider the height or weight of the job applicant during the **interviewing, hiring, or onboarding** process. Additionally, employers may not consider the height or weight of a current employee in the **compensation, terms, conditions, or privileges** of employment. The amendment contains **exceptions** for situations where height and weight are material to job performance.

If not done already, your company should revise its antidiscrimination policies in light of these new requirements.

Please contact us for further guidance regarding the NYCHRL or any other matter.

Contacting Pavia & Harcourt LLP

Questions regarding matters discussed in this publication or any other matters may be directed to Adam D. Mitzner at amitzner@pavialaw.com or (212) 508-2314.

About Pavia & Harcourt LLP

Established in 1951, Pavia & Harcourt LLP is a business law firm concentrating in international commercial and corporate transactions, banking, media and entertainment, real estate, litigation and arbitration, intellectual property, estate planning and administration, and matrimonial law. We are based in New York City.

This publication by Pavia & Harcourt LLP is for information purposes only. It does not constitute legal or other professional advice or opinions on specific facts or matters, nor does its distribution establish an attorney-client relationship. This material may constitute Attorney Advertising as defined by the New York Court Rules. As required by New York law, we hereby advise you that prior results do not guarantee a similar outcome.