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New York State Launches Employee Hotlines

By Glenn S. Grindlinger

New York State has launched two statewide, toll-free “hotlines” that aggrieved individuals can use to confidentially report workplace issues.

The first hotline, which addresses sexual harassment, was [announced on July 19](#) by Gov. Kathy Hochul and is operated by the New York State Division of Human Rights in accordance with Legislation [S.812B/A.2035B](#). Individuals who believe they have experienced sexual harassment in the workplace can call 1-800-HARASS-3 (1-800-427-2773) to connect them to pro bono legal counsel for assistance and guidance. The law expressly forbids attorneys who provide advice on the hotline from soliciting further representation of any individuals they counsel.

Employers are required to provide employees with information related to the sexual harassment hotline and ensure that their employees are aware of its resources. To that end, employers should be sure to inform employees of their right to use the hotline in addition to updating their employment handbooks to include information about it.

The second hotline, operated by the New York State Department of Labor (DOL) addresses purported wage theft. Individuals can call 833-910-4378 to confidentially report wage theft to the DOL and will reach operators who speak a variety of languages.

There is no requirement to provide employees with information about the wage theft hotline. Nevertheless, employers should continue to be diligent in ensuring compliance with wage

and hour laws as the new hotline is likely to lead to more DOL investigations into such issues.

For more information about this alert, please contact Glenn S. Grindlinger at ggrindlinger@foxrothschild.com or any member of Fox Rothschild’s New York Labor & Employment Group.