

# Retail Labor and Employment Law

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## New York City Enacts Law Requiring Gender-Neutral Restrooms



On June 28, 2016, New York City Mayor Bill de Blasio signed legislation passed earlier this month by The New York City Council to amend the City's administrative code, plumbing code and building code to require gender-neutral single-occupant restrooms. The new law applies to businesses and other establishments in the City's five boroughs with existing single-occupancy, publicly-accessible restrooms. The law does not require businesses to build new single-occupant restrooms, nor does it affect larger restrooms with multiple single-stalls.

Instead, the law prohibits the labelling of single-occupant restrooms as gender-specific. Beginning January 1, 2017, signs designating single-person restrooms for one gender, *i.e.*, "men" and "women," must be removed and replaced with signs for all sexes. Employers with establishments in the City that may be affected should take advantage of the lead time to ensure compliance.

Tags: Laura A. Stutz, New York City, sexual orientation discrimination

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