



NEW YORK STATE SENATOR

Alessandra Biaggi

## Senator Biaggi And Senate Majority Pass Bill to Enhance Protection in Age Discrimination and Retaliation Cases

ALESSANDRA BIAGGI June 7, 2022

**ALBANY, NY** – Last week, the Senate Majority passed [S7292](#), sponsored by State Senator Alessandra Biaggi, which would clarify the standard for retaliation and age discrimination disparate treatment cases brought under New York State Human Rights law.

**State Senator Alessandra Biaggi (D-Bronx/Westchester) issued the following statement:**

*q* “This legislation will make it easier for victims of retaliation and age discrimination to receive protection under New York State Human Rights Law. Recent federal court decisions have required a higher, and often unattainable, “*but-for*” standard. This causal standard requires the complainant to prove that they would not have been discriminated against *but for* their age or decision to report wrongdoing. This legislation will apply a more attainable standard– which simply requires a complainant to establish that their protected status was a “*motivating factor*” in the discrimination they experienced. By updating this standard, New York will no longer place the onus on victims and will make it easier for individuals to protect their rights.”

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