

# FOSTERING ACCESS, RIGHTS, AND EQUITY (FARE) for Women Workers in New York State (NYS)

WE ARE YOUR DOL  
Department of Labor

**WE ARE YOUR DOL**



**888-469-7365 | [dol.ny.gov](http://dol.ny.gov) | [f](#) [t](#) [@](#) [in](#) [v](#) [@nyslabor](#)**

The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.

The FARE Grant is funded by a federal grant of \$350,000, which constitutes 100% of its budget. 0%, or \$0 is funded by state or non-governmental sources.

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## **CONTACT US:**

Phone: (888)-4-NYS-DOL | Email: [info.nysdol@labor.ny.gov](mailto:info.nysdol@labor.ny.gov)  
Or your FARE Community Partner:

All workers are protected by NYS labor law regardless of immigration status. You have the right to ask the NYS Department of Labor for help without fear of retaliation.

FARE aims to empower women with information on employment rights and benefits through outreach and sharing knowledge in our communities. Learn more here: [dol.ny.gov/fostering-access-rights-and-equity-fare-grant](https://dol.ny.gov/fostering-access-rights-and-equity-fare-grant).

## **LEVEL THE PLAYING FIELD**

- When filling out a job application, by law NYS employers can only ask for your salary expectations, not for your past salary information.
- It is illegal for NYS employers to pay a woman less than a man for doing the same job, solely based on gender.

## **KNOWLEDGE IS POWER**

- Nursing mothers are guaranteed reasonable time to express breastmilk at work for up to three (3) years following childbirth.
- Your employer must provide yearly sexual harassment training and a copy of their sexual harassment prevention policy.
- All private sector workers in NYS must accrue at least one (1) hour of Sick/Safe Leave for every 30 hours worked. Safe Leave can be used if you or a family member are impacted by situations including, but not limited to, domestic violence, stalking, and sexual assault.
- By law, your employer cannot charge you for breakage, spoilage, cash shortages, employer business costs, or uniform costs.