

Subject: New Gender-Based Violence Workplace Policy Requirement for State Procurement Bids

Dear NYSIF Vendor(s),

We are writing to inform you of an essential change to State Finance Law that will affect all future bids on competitive New York State procurements beginning November 5, 2025.

As part of the FY 2025–2026 Enacted Budget, State Finance Law § 139-m requires all vendors bidding on state contracts to implement and attest to a Gender-Based Violence and the Workplace policy. This policy must be in place for a bid to be considered.

Background

Gender-based violence (GBV) can significantly impact a survivor's ability to work and maintain economic independence. It may also affect the safety and well-being of co-workers and clients. Employment sabotages such as harassment or forced absences—is a common tactic of abuse and can lead to job loss for survivors.

New York State agencies have implemented internal policies to support employee-survivors, and now, state vendors are expected to take similar steps as a condition of contracting with the State.

Minimum Policy Requirements

To comply with State Finance Law § 139-m, your workplace policy must include the following components:

- **Share Information:** Employers must provide information regarding gender-based violence where employees can see and access it, including displaying the NYS Domestic and Sexual Violence Hotline information and a gender-based violence and the workplace poster.
- **Refer Employee-Survivors to Services:** The policy must require that the employer refer employees who disclose current or past victim status to the NYS Domestic and Sexual Violence Hotline and/or a local service provider. For bidders outside of New York State, referrals should be made to a local provider or statewide hotline. While referrals are required to be provided by the employer, it is not required for the employee to access services.
- **Prohibit Retaliation:** The policy must clearly state that discrimination or retaliation against employees who identify as victims or survivors of gender-based violence is prohibited.
- **Comply with Laws:** Ensure your policy follows State law. For employers based in New York State, this means that the policy must follow the SAFE Leave Act, New York State Human Rights Law, and any other relevant laws and regulations.
- **Offer Implementation Support:** OPDV is able to assist employers in developing and implementing this policy. Employers must provide information to supervisors and

human resources, where available, about this technical assistance from OPDV. OPDV can be contacted at workplace@opdv.ny.gov.

Support and Resources

The New York State Office for the Prevention of Domestic Violence (OPDV) has created a model policy that can be adopted or tailored to your organization's needs. The model policy is attached and will also be available, along with additional resources, on the OPDV [Gender-Based Violence and the Workplace website](#).

OPDV will also host informational webinars for vendors and prospective bidders. We encourage you to attend:

- [Wednesday, October 1, 2025 1:00 PM - 2:00 PM](#)
- [Wednesday, October 8, 2025 11:00 AM - 12:00 PM](#)
- [Tuesday, October 14, 2025 4:00 PM - 5:00 PM](#)
- [Thursday, October 23, 2025 5:30 PM - 6:30 PM](#)
- [Wednesday, October 29, 2025 4:00 PM - 5:00 PM](#)
- [Wednesday, November 5, 2025 10:30 AM - 11:30 AM](#)
- [Thursday, November 13, 2025 2:00 PM - 3:00 PM](#)
- [Wednesday, November 19, 2025 10:00 AM - 11:00 AM](#)

Questions?

For assistance or additional information, please contact OPDV at: workplace@opdv.ny.gov

Thank you for your continued partnership and for helping New York State create safer, more supportive workplaces.