

## **REPRODUCTIVE HEALTH DECISION MAKING POLICY**

### **1.0 PURPOSE**

To define guidelines for employee rights and remedies regarding reproductive health decision making, as outlined in Section 203-e of the New York Labor Law.

### **2.0 SCOPE**

This policy applies to all employees at Cold Spring Harbor Laboratory.

### **3.0 RESPONSIBILITY**

The interpretation and administration of this policy shall be the responsibility of the Vice President, Chief Human Resources Officer.

### **4.0 POLICY**

Pursuant to Section 203-e of the New York Labor Law (“Section 203-e”), the Cold Spring Harbor Laboratory prohibits discrimination and retaliation against an employee with respect to compensation, terms, conditions, or privileges of employment because of or on the basis of the reproductive health decision making of the employee or the employee’s dependent(s). Reproductive health decision making includes, but is not limited to, the decision to use or access a particular drug, device, or medical service. For purposes of Section 203-e, retaliation means discharging, suspending, demoting, or otherwise penalizing an employee for (a) making or threatening to make a complaint to an employer, co-worker, or a public body regarding a violation of Section 203-e; (b) causing to be instituted any proceeding under or related to Section 203-e; or (c) providing information to, or testifying before, any public body conducting an investigation, hearing, or inquiry into any such violation of the law.

Cold Spring Harbor Laboratory will not access an employee’s personal information regarding the reproductive health decision making of the employee or the employee’s dependent(s) without the employee’s prior informed affirmative written consent. Further, Cold Spring Harbor Laboratory will not require an employee to sign a waiver or other document that denies the employee the right to make the employee’s own reproductive health decisions.

An employee who believes their rights under Section 203-e have been violated may file a civil action in any court of competent jurisdiction and may seek to recover remedies including damages (including but not limited to back pay, benefits, and reasonable attorneys’ fees and costs), injunctive relief, reinstatement, and/or liquidated damages (equal to 100 percent of any damages awarded). Further, a court may award a separate civil penalty against an employer which is found to have engaged in retaliation against an employee pursuant to Section 203-e.

### **5.0 QUESTIONS ABOUT THIS POLICY**

Questions concerning this policy should be directed to the Vice President, Chief Human Resources Officer at (516) 367-8499.

This policy is not to be considered an employment contract or a guarantee of any kind. The Laboratory reserves the right to interpret, administer, revise, supplement, or rescind policies as it deems appropriate.