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**THE LEAGUE  
OF WOMEN VOTERS**  
*of New York State*

**MEMORANDUM IN SUPPORT OF:**  
**A. 6183 (Russell)**

**TO: NYS Assembly**  
**DATE: May 4, 2015**

*Subject: An act to amend the executive law, in relation to prohibiting discrimination based on familial status.*

The League of Women Voters of New York State strongly supports the above referenced legislation which prohibits discrimination against an individual's familial status for purposes relating to hiring, employment and volunteer practices.

New Yorkers should not be punished in the workplace just because they are parents. Studies show that mothers are discriminated against at all points of the employment process. They are less likely to be hired or promoted. Fathers who have childcare responsibilities also suffer discrimination, but to a lesser degree.

Discrimination against caregivers, especially mothers, exacerbates the existing gender wage gap. Mothers are less likely to be hired and are offered lower salaries than women without children (and fathers). Mothers earn 5 percent less per child than non-mothers even when statistically controlling for education, work experience and other variables. Mothers and families in New York cannot afford this discrimination. More than 26 percent of households headed by women in New York live below the poverty level. The League believes that familial status discrimination undermines New York families and the fabric of our society.

**For the above reasons, the League of Women Voters of New York State strongly urges your support of A.6183.**