



CARL E. HEASTIE  
Speaker

THE ASSEMBLY  
STATE OF NEW YORK  
ALBANY

Room 932  
Legislative Office Building  
Albany, New York 12248  
518-455-3791  
FAX: 518-455-5459

1446 East Gun Hill Road  
Bronx, New York 10469  
718-654-6539  
FAX: 718-654-5836

250 Broadway, Suite 2301  
New York, New York 10007  
212-312-1400  
FAX: 212-312-1418

November 29, 2017

Hon. Steven F. McLaughlin  
258 Hoosick Street, Suite 109  
Troy, NY 12180

Dear Mr. McLaughlin:

I have been advised by the Assembly Standing Committee on Ethics and Guidance that it has concluded its investigation into allegations that you violated the Assembly's Policy Prohibiting Harassment, Discrimination and Retaliation (hereinafter, the Policy). A copy of the Committee's report to me is attached.

The Ethics Committee made findings of fact that you engaged in sexual harassment in violation of the Policy by asking a female employee of the Assembly for nude photos; that you were not truthful to the Ethics Committee's Independent Neutral Investigator; and that you violated the June 28, 2016 Instruction letter from the Chair of the Ethics Committee "not [to] discuss any information concerning the complaint, the parties to the complaint, or the investigation itself, except to the extent necessary to seek legal advice." Accordingly, the Ethics Committee recommends the following actions:

1. A letter of admonition be issued publicly to Assembly Member McLaughlin by the Speaker on behalf of the entire Assembly, enumerating the findings of the Committee, and stating that Assembly Member McLaughlin's conduct violated the Policy, as it pertains to sexual harassment and confidentiality, and is inconsistent with the standards of conduct to which Members of the Assembly should be held;
2. Assembly Member McLaughlin be directed to cease revealing the name of the complainant and details of the allegations and investigation;
3. Assembly Member McLaughlin be precluded from having any interns working in his Assembly office or District Office, and that the prohibition applies to interns assigned by the Assembly, as well as any interns that might be engaged through unofficial channels; and

4. Assembly Member McLaughlin be required to reimburse the Assembly for the cost of the comprehensive supplemental sexual harassment and retaliation prevention training he took in July 2017.

I accept in full the recommendations of the Committee except recommendation 4. As for recommendation 4, all members of the Assembly and most staff are required to attend periodic training. The Assembly will not seek reimbursement from either members or employees for training regarding unlawful discrimination as it is a priority of the New York State Assembly to maintain a safe work environment for members, employees and interns. Therefore, I am not requiring reimbursement from you.

However, you are hereby directed to cease revealing the name of the complainant and details of the allegations and investigation. In addition, you are precluded from having any interns, either from the official Assembly program or through unofficial channels, in either of your Assembly offices (Albany or district office).

Finally, based upon the foregoing and upon the recommendation of the Committee on Ethics and Guidance, I hereby admonish you on behalf of the New York State Assembly and its Members and declare that your conduct violated the Assembly's Policy Prohibiting Harassment, Discrimination and Retaliation as it pertains to sexual harassment and confidentially, and is inconsistent with the standards of conduct to which Members of the Assembly should be held.

Signed,

A handwritten signature in black ink, appearing to read "Carl P. Heastie". The signature is written in a cursive, flowing style.

SPEAKER

CC: Hon. Brian Kolb