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December 15, 2025

CONFIDENTIAL

Via Email

Honorable Carl E. Heastie
Speaker
New York State Assembly
Legislative Office Building, Room 932
Albany, New York 12248

Dear Speaker Heastie:

As you know, the Assembly Committee on Ethics and Guidance ("Committee") has jurisdiction over, and is responsible for, investigating possible violations of the Assembly's Policy Prohibiting Harassment, Discrimination and Retaliation ("the Policy", "Policy"). We are writing to summarize the results of a recent investigation and to communicate our findings and recommendations to you, in accordance with the Policy.

Counsel to the Committee received reports of potential violations of the Policy concerning Assemblymember Eddie Gibbs. Counsel referred the matter to outside independent investigator Christopher Massaroni of the law firm of Hodgson Russ LLP to conduct an investigation into the allegations. In conformity with the Policy's requirements, Chair McMahon sent Assembly Member Gibbs a letter indicating that an investigation had commenced and a written plan to prevent retaliation, preserve documents, and ensure non-interference with witnesses.

Christopher Massaroni conducted a thorough investigation, in which Member Gibbs cooperated. Christopher Massaroni reported to the Committee, which accepted his report on the matter at its meeting on October 8, 2025. Thereafter, Member Gibbs appeared in front of the Committee on December 10, 2025.

Having heard from the investigator and Member Gibbs, the Committee concludes that Member Gibbs violated the Policy by making sexually explicit remarks on the Assembly floor.

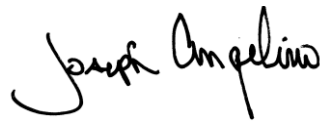
The Committee recommends that:

The Speaker issue a written warning to Member Gibbs and require that Member Gibbs undergo counseling to address the use of sexually explicit remarks and the use of professional communication.

Respectfully submitted,



Karen McMahon
Chair, Committee on Ethics and Guidance



Joseph Angelino, Committee Member



Harry Bronson, Committee Member



Angelo Morinello, Committee Member



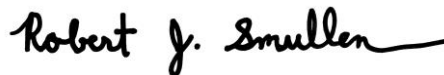
Catalina Cruz, Committee Member



Michael Reilly, Committee Member



Charles Lavine, Committee Member



Robert Smullen, Committee Member