



THE ASSEMBLY  
STATE OF NEW YORK  
ALBANY

CARL E. HEASTIE  
Speaker

Room 932  
Legislative Office Building  
Albany, New York 12248  
518.455.3791

December 19, 2025

Via Certified Mail

Hon. Eddie Gibbs  
2145 2nd Ave  
New York, NY 10029

Dear Mr. Gibbs,

I have been advised by the Assembly Standing Committee on Ethics and Guidance (hereinafter, the Committee) 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 letter to me is attached.

After a full investigation, the Committee concluded that you made sexually explicit remarks on the Assembly floor in violation of the Policy. 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.

I accept the recommendations of the Committee in full. Accordingly, you are hereby warned that your conduct violated the Policy and ordered to undergo counseling within ninety (90) days.

Sincerely,

CARL E. HEASTIE  
Speaker