

CLIENT ALERT

New York State Releases Final Guidance on New Sexual Harassment Prevention Policies & Training

Dates You Need to know:

- Oct. 9, 2018 – All employers in New York are required to establish a sexual harassment prevention policy and notify employees
- Oct. 9, 2019 – All employees in New York must have taken sexual harassment prevention training (REVISED FROM PROPOSED DATE OF JANUARY 1)

On Monday, the New York State Department of Labor released the final language regarding the sexual harassment prevention policy and training that is now required of all employers.

The newly implemented legislation establishes minimum standards for sexual harassment prevention policies and training.

All employers operating in New York State are required to establish their own policy and training, and must notify employees of this policy by October 9, 2018. All employees working in New York State must receive sexual harassment prevention training by October 9, 2019 (THIS DATE WAS PUSHED FROM PREVIOUS PROPOSED DATE OF JANUARY 1). To help employers with this new policy the Department of Labor has created a [website](#) which has a [sample sexual harassment prevention policy](#), as well as a number of additional tools to provide support.

EGS' Labor & Employment Law team can assist you with revising your policies and will conduct the required training or assist you in the design and implementation of the training.

If you have questions or would like additional information, please contact EGS's Employment Law Practice Group Leader, Amanda M. Fugazy at afugazy@egsllp.com or the primary EGS attorney with whom you work.

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