



## **e-Alert: DC Mandates Sexual Harassment Training for Employers with Tipped Employees**

Effective July 1, 2019, covered employers in Washington, DC with tipped employees must comply with a new requirement to provide sexual harassment prevention training. This training will cover how to respond to, intervene in, protect against, and prevent sexual harassment in the workplace by management, co-workers, and patrons. Employers are required to submit certifications to the Office of Human Rights for everyone who completed the required training within 30 days of the training.

### **Training requirements**

Employers must provide the sexual harassment prevention training in person or online. The training is required for:

- Business owners, operators, and managers by July 1, 2021, then every two years following
- Existing employees by July 1, 2021
- Any new employees within 90 days of hire

### **Employer next steps**

1. Review your organization's sexual harassment prevention policies to ensure they are consistent with the new law.
2. If you are subject to the training requirements, consider revisiting and updating any existing training protocols or, if none are in place, identifying a training program that satisfies all the statute's requirements.
3. You must submit a certification to the Office of Human Rights for everyone who completed the required training within 30 days of the training.
4. HR Knowledge is currently developing a "DC Sexual Harassment Prevention Program." If you are interested in learning more, [email us](#).

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