

## E-ALERT: Reminder NYC Sexual Harassment Training Requirements Became Effective April 1<sup>st</sup>



### Background

New York City's mandatory sexual harassment training, effective since April 1, 2019, requires annual interactive antiharassment training for all employees. Employers must provide new hires with antiharassment training within 90 days of initial hire. The training must emphasize the prohibition of retaliation against employees who raise complaints.

The city is providing employers with free online training that they can use if they don't take advantage of other programs. Employers must keep a record of all training for three years, including a signed employee acknowledgment. If an employer has a training program that already meets all of the city's requirements, they may submit a certification of compliance.

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## Summary

Under this law, the statute of limitations and universal coverage have been extended. Employees are now given three years to file a gender-based harassment claim under the New York City Human Rights Law, whereas previously, they had only one year from the date of the alleged conduct to file a claim. The new amendment also ensures that employers of all sizes are covered; originally, only employers with four or more employees were covered.

Other requirements under this law include a handout and poster that show employees their anti-sexual harassment rights and responsibilities. The posters must be displayed in both English and Spanish in a common workplace area. The city provides an approved poster that employers can download and post. The handout is an information sheet that must be given to all new hires. Employers can also ensure these requirements are included in their employee handbook, which they can distribute to all new hires.

## Employer Next Steps

- If you need assistance with the required sexual harassment prevention training, please [contact us](#).
- If you are one of our Full-Service or Virtual HR clients and would like our help updating your handbook and sexual harassment prevention policy, please [email us](#).

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