

E-ALERT: Connecticut Expands Sexual Harassment Training to Include All Employees



Background

Effective October 1, 2019, Connecticut employers with three or more employees must provide two hours of sexual harassment training to all employees by October 1, 2020. Employees hired on or after October 1, 2019, must receive the training within six months of hire. Previously, training was required only for supervisors working for employers with 50 or more employees.

Summary

The Connecticut Commission on Human Rights and Opportunities (CHRO) is responsible for developing an online training, education video or other interactive education materials and must make them available at no cost to employers. The CHRO must also develop and publish on its website details concerning the unlawfulness of sexual harassment and the legal remedies available to victims of sexual harassment. Employers will then have access to these online tools and must provide employees a link to the content on

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the CHRO site. Click [here](#) to review the content provided by the CHRO.

Employers with fewer than three employees will need to provide this training to all supervisory employees by October 1, 2020, and to all new supervisory employees within six months of assuming a supervisory position. However, supervisors who received this training after October 1, 2018, are not required to undergo training a second time.

Employers will be required to provide periodic supplemental training on sexual harassment at least every 10 years.

Employer Next Steps

- If you are an employer of three or more employees you must update your handbook/policy by October 1, 2019 and complete this mandatory training for all employees by October 1, 2020.
- Beginning October 1, 2019, employers must provide the link to the CHRO's website to employees within three months of their hire date via email or post the notice on the company website for employees to acknowledge.
- HR Knowledge has a compliant and effective harassment training program; 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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