



e-Alert

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Chicago Releases Additional FAQs to Clarify Sexual Harassment Training Requirements

Background

By **June 30, 2023**, all employees must receive their first round of required annual training and then repeated on an annual basis. All employers with at least one employee working in the city of Chicago are required to comply with this regulation. Please see our recent [e-Alert](#) outlining these amendments.

Summary

Chicago has issued additional clarifications in the [Frequently Asked Questions](#) to clarify remote employees and Manager/Supervisor training requirements.

Employees:

The sexual harassment prevention training requirement applies to all employees working in a Chicago office and/or those working remotely from their home in Chicago.

Managers/Supervisors:

All Managers/Supervisors (even if they themselves may be working in a different state) that manage an employee who either works in a Chicago office and/or has an

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employee who works remotely from their home in Chicago, are required to complete the Manager/Supervisor training.

Employer Next Steps

We have summarized key steps employers should take to comply with this training requirement.

- Employers should plan to provide sexual harassment prevention training to their employees physically and remotely working in Chicago no later than June 30, 2023
- Managers/Supervisors that manage employees physically working in Chicago should plan to complete Supervisor training no later than June 30, 2023
- Employers can find more information about these trainings on the state's website [here](#)
- If you would like our assistance in finding ways to implement these trainings, please [email us](#)