

Client Alert

New York's Sexual Harassment Requirements in Effect

Effective October 9, 2018

To prevent sexual harassment and protect victims, the state of New York recently enacted legislation requiring employers to provide sexual harassment training to all employees, distribute written anti-harassment policies, and handle employee complaints in a specific way.

Highlights:

- An **anti-harassment policy** needs to be given or emailed to all employees by next Tuesday, October 9, 2018.
- A **complaint form** is also required.
- Each year, New York employers must provide sexual harassment prevention training.
- All employees must complete the training by October 9, 2019.
- **Good news!** KPA's "Anti-Harassment Training" is available in the Risk Management Center under Resources > Risk Management Library > [Online Training Library](#). This training meets New York's sexual harassment prevention training requirements under the S-7848A law.
- Visit [New York's Combating Sexual Harassment in the Workplace website](#) for full details.

Policy Details

If you customize your own policy, build off of [New York's Model Sexual Harassment Policy](#). If you do this, have legal counsel review it.

Complaint Form Details

Download [New York's Model Complaint Form](#).

You'll need to update this form with the appropriate contact information and any additional submission guidance. It needs to be available for all employees.

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