

## Effective One Week from Today – April 1, 2019 New New York City Law: Harassment Training Mandate

### FEATURED ATTORNEY



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Of Counsel

As of Monday, April 1, 2019, New York City employers with 15 or more employees must start providing annual sexual harassment training for all employees and maintain records proving that they are in compliance. This is the most recent in a series of laws passed last year that also included the requirement that all employers distribute and post the City's Sexual Harassment Information poster last October. The City law imposes a fine of \$250,000 for failure to comply.

Please note that this is in addition to the State Law which requires that ALL EMPLOYERS provide training and that a policy meeting certain specifications be adopted and circulated to all workers. Only one training is required – and most programs will cover both requirements – but the record-keeping is just for the City. All New York employers have until October 9, 2019 to meet the State training requirement, and then must comply every calendar year thereafter.

If we can be of assistance with your training or compliance requirements, please let us know.

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