

New York State Sexual Harassment Law Effective Next Tuesday, October 9, 2018

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State has given all employers until October 9, 2019 to comply

As we have been telling you, the New York State sexual harassment training and policy mandates take effect next week. Yesterday, the State [released information](#) designed to help businesses comply, including a revised deadline of October 9, 2019 by which all employees must be trained (the deadline had been January 1, 2019 under the original language).

Beginning next week, EVERY EMPLOYER must provide EVERY EMPLOYEE with training that is both interactive and includes a series of specific requirements that are outlined in the statute. In addition, EVERY EMPLOYER must have a written policy, including a complaint form and process, as well as information posted in employees' common area. The policy must include examples of prohibited conduct and a procedure for timely and confidential investigation of complaints.

If we can help you with your policy or training, please let us know.

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