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Employment Law Update: New York State Issues Draft Sexual Harassment Policy and Training Materials

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This past spring, New York passed legislation seeking to combat sexual harassment in the workplace. The legislation requires New York employers to adopt a sexual harassment policy that meets or exceeds a model policy drafted by the New York State Department of Labor and the Division of Human Rights, and to implement training on sexual harassment. New York has launched a new [website](#) that lays out these requirements and provides a model policy and training materials, as well as a list of frequently asked questions. Employers can either adopt the model policy and training or create their own policies and training that meet the minimum standards established by New York. Employers should note that the model policy and training on the New York website was originally in draft form and subject to revision as the public was permitted to submit comments up until September 12, 2018.

New York employers should be sure to review the frequently asked questions as they provide useful information. For example, they explain that all employees must receive sexual harassment training by January 1, 2019 and that employees must be trained yearly thereafter.

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