

Navigating New York Sexual Harassment Training Requirements: What You Need to Know

In recent years, there has been a heightened focus on preventing sexual harassment in workplaces across the United States, including New York. As part of these efforts, the state of New York has implemented strict regulations regarding sexual harassment training for employers and employees. In this blog post, we will delve into [New York sexual harassment training requirements](#), why they are important, and how employers can ensure compliance.

Understanding [New York Sexual Harassment Training Requirements](#)

New York State passed legislation in 2018 that significantly expanded employers' obligations to prevent sexual harassment in the workplace. One key aspect of this legislation is the requirement for all employers in New York State to provide annual [sexual harassment prevention training](#) to their employees.

The training must cover various topics, including:

- Definition of sexual harassment.
- Examples of prohibited conduct.
- The employer's internal complaint process.
- Remedies available to victims of sexual harassment.
- The legal consequences of engaging in sexual harassment.
- The responsibilities of supervisors and managers in preventing and addressing sexual harassment.

Employers must ensure that the training is interactive, meaning that it allows for participation by employees and includes quizzes or other assessments to ensure understanding.

Who Needs to Receive Training?

Under New York State law, all employees must receive [sexual harassment prevention training](#). This includes both full-time and part-time employees, temporary workers, interns, and contractors, regardless of their status or position within the company.

Furthermore, supervisors and managers are subject to additional training requirements. In addition to the standard [sexual harassment prevention training](#), supervisors and managers must receive supplemental training that addresses their specific responsibilities in preventing and addressing sexual harassment in the workplace.

Ensuring Compliance

Compliance with [New York sexual harassment training requirements](#) is essential for all employers operating in the state. Failure to provide the required training can result in significant penalties, including fines and legal liabilities.

To ensure compliance, employers should take the following steps:

Schedule Annual Training: Employers should establish a schedule for providing [sexual harassment prevention training](#) to employees on an annual basis. This ensures that all employees receive the required training within the mandated timeframe.

Choose an Approved Training Program: Employers have the option to develop their own [sexual harassment prevention training](#) program or use an approved training program offered by a third-party provider. It is essential to select a training program that meets the specific requirements outlined in New York State law.

Document Training Completion: Employers must maintain records documenting that each employee has completed the required sexual harassment prevention training. These records should include the date of training, the topics covered, and verification of employee participation.

Provide Additional Training for Supervisors and Managers: Ensure that supervisors and managers receive both the standard [sexual harassment prevention training](#) and the supplemental training tailored to their roles and responsibilities.

Stay Informed About Updates: New York State may periodically update its sexual harassment prevention training requirements. Employers should stay informed about any changes to ensure ongoing compliance with the law.

Conclusion

[Sexual harassment prevention training](#) is a critical component of creating a safe and respectful workplace environment. In New York State, employers must adhere to strict requirements for providing sexual harassment training to employees, including annual training sessions and additional training for supervisors and managers. By understanding and complying with these requirements, employers can foster a culture of respect and professionalism while mitigating the risk of legal liabilities associated with sexual harassment in the workplace.