

October 2, 2018

NYS Releases Sexual Harassment Model Policy and Training Requirements for Employers in NYS

The New York State Department of Labor (DOL), in consultation with the New York State Division of Human Rights (DHR), has released its Model Sexual Harassment Policy and training requirements for New York state employers. Regardless of the number of employees, all employers in New York State are required to adhere to the requirements of the new law aimed at curtailing sexual harassment in the workplace.

Effective **October 9, 2018**, all employers in New York State are required to:

1. Distribute an anti-harassment policy to all employees; and
2. Conduct annual anti-harassment training to all employees.

Note: Although the effective date is October 9, 2018, all employees must complete the model training or comparable training that meets the minimum standards by **October 9, 2019**. The deadline to complete the training was extended from the original date of January 1, 2019. Employee training will be required on an annual basis going forward.

Both agencies have released final versions of the [model sexual harassment prevention policy](#), [complaint form](#), and [harassment prevention training program](#). In addition to releasing these materials, the DOL has also released a [FAQ document](#) and documents setting forth the minimum requirements for [sexual harassment prevention policies](#) and [training programs](#).

(Click on the Links Above to Download the Documents.)

This release comes as the October 9, 2018 deadline for compliance approaches and as part of a comprehensive sexual harassment law passed earlier this year.

Additional guidance can be downloaded via the following link:

[Guidance on Sexual Harassment for All Employers in New York State](#)
