

Client Alert

New York Employees Must Complete Sexual Harassment Prevention Training By Oct. 9, 2019

August 21, 2019 – Employers, regardless of size, should be reminded that **ON OR BEFORE October 9, 2019** all employees working within the state of New York must have completed “interactive” sexual harassment prevention training, as previously discussed in our [April 23, 2018](#) and [September 4, 2018](#) client alerts on this law.

Employers can implement this training using the model [script](#), [slides for in-person training](#) and sample [training videos](#) provided by New York State Department of Labor (“NYSDOL”) and New York State Division of Human Rights (“NYSDHR”), but we strongly recommend that employers implement their own sexual harassment prevention training programs specifically tailored to their business and that comply with at least the minimum prerequisites outlined below:

- Provide an explanation of sexual harassment and specific examples of inappropriate conduct;
- Provide detailed information concerning federal, state, and local laws and appropriate available remedies, as well as employees’ external rights of redress and available administrative and judicial forums; and
- Provide “interactive” training (preferably in-person) to comply with the “interactive” requirements set forth in the law. The law makes clear that computer-based training alone (such as the model training videos above), is no longer acceptable. As the [state makes clear](#), during the interactive portion, “employers should be prepared to address questions raised by employees including those specific to their industry, questions about the organization’s reporting process and questions about how hypothetical cases would be handled.”

If you require any additional information concerning employers’ sexual harassment prevention training obligations or would like to schedule in-person training before the **October 9, 2019** deadline, please contact us without delay.

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