

October 16, 2020

**LABOR &  
EMPLOYMENT  
PRACTICE GROUP**

*Meltzer Lippe is home to a large, experienced Labor and Employment Law Practice Group.*

*We are an integral component to the human resource chain and the first stop before taking action that impacts the employee – employer relationship.*

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**REMINDER:**

**Sexual Harassment Prevention Training Must Be  
Completed on a Yearly Basis**

In 2018, the State of New York enacted legislation prohibiting sexual harassment in the workplace. Pursuant to New York State law, all employers must provide employees with training regarding the prevention of sexual harassment in the workplace. The original deadline to complete the training was October 9, 2019 and it **must be completed** on a yearly basis thereafter. To comply with the requirements of New York State law, the training must be:

- interactive;
- include an explanation of sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights;
- include examples of conduct that would constitute unlawful sexual harassment;
- include information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment;
- include information concerning employees' rights of redress and all available forums for adjudicating complaints; and
- include information addressing conduct by supervisors and any additional responsibilities for such supervisors.

Meltzer Lippe is versed in the legislative developments pertaining to sexual harassment prevention training. We have developed and conduct dynamic and interactive training programs in English and Spanish which meet the State's training requirements. Employers with questions relative to the foregoing are encouraged to contact Jonathan D. Farrell and Larry R. Martinez, co-chairs of the Labor and Employment group at Meltzer, Lippe, Goldstein & Breitstone, LLP at [jfarrell@meltzerlippe.com](mailto:jfarrell@meltzerlippe.com) and [lmartinez@meltzerlippe.com](mailto:lmartinez@meltzerlippe.com).