

New York Releases Draft Sexual Harassment Policy, Complaint Form, and Training Materials for Employers with Employees within New York

Through the budget, on April 12, 2018, Governor Cuomo signed into law amendments to the Labor Law, requiring employers in the State of New York (employers who have employees within the State of New York) to have a sexual harassment policy, a sexual harassment complaint form, and to provide sexual harassment training on at least an annual basis. In this regard, on August 23, 2018, New York released its draft of the minimum standards for sexual harassment policies and training: model sexual harassment policy (“minimum standard”) ([read more](#)), model sexual harassment complaint form ([read more](#)), and model training for sexual harassment ([read more](#)).

Please note: At this time, these documents are drafts and New York is seeking comments from the public. Comments are due by September 12, 2018. To this end, before implementing any of the model documents, you will want to make sure they are in their final form. In our opinion, these documents create a host of problems for employers. As such, it is our hope they are revised.

Important dates to keep in mind:

- 1) **October 9, 2018** – employers must adopt and provide a written policy and annual training to all employees.
- 2) **January 1, 2019** – state contractors will be required to submit an affirmation that they have a sexual harassment policy that meets the minimum standards, as well as that they have provided the required training.

About Becker LLC

Becker LLC is a premier mid-market firm with offices in New York, New Jersey, Philadelphia and California. The firm provides the complete spectrum of legal services from litigation, transactional, labor and employment, and bankruptcy law counseling, to intellectual property, real estate and construction law-related advice. Our size and regional footprint allows us to provide sophisticated services in a manner not only focused on results, but also on our client’s return on their investment.

For more information, call (973) 422-1100, or visit www.becker.legal



Christopher M. Leddy, Esq.
cleddy@becker.legal
Direct: 973-251-8906

For more information
visit us on the web:

www.becker.legal

© Becker LLC 2018