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UPDATE: New York State's Sexual Harassment Laws and Compliance Deadlines

Effective October 9, 2018, employers in New York were required to adopt a compliant sexual harassment policy (or the State's model policy which is available on the [State's website](#)). However, the State has provided additional time for the training requirement to be met. All employees must complete the model training (available on the State's website) or a comparable training that meets the minimum standards by October 9, 2019. All new employees must be trained as soon as possible (however, under the New York City law that goes into effect April 1, 2019, they will need to be trained within 90 days of hire). Please also note that, pursuant to the New York City Law, all employers must conspicuously display anti-sexual harassment rights and responsibilities notices in English and Spanish and provide a fact sheet to employees ([See Fact Sheet](#)).

Per the State's guidance, employers are not responsible to train third-party vendors or other non-employees who interact with their New York State employees; however, the state recommends that a copy of the employer's sexual harassment policy be posted in a highly visible area. Further, while employers do not need to provide any policy to independent contractors, vendors, or consultants who are not employees of the employer, the State Human Rights Law imposes liability on the employer for their actions. Therefore, employers are encouraged to provide the policy and training to anyone providing services in the workplace (to the extent practicable). Employers should note that the model policy and training programs may not suit every employer and their specific industry and needs. They may include information which may not be relevant to the employer's industry or which goes beyond the minimum requirements of the law. If you have any questions about complying with the new requirements or implementing or modifying your existing policy or training program, please feel free to reach out to Peckar & Abramson's Employment Practices Group.



CLIENT ALERT

For more information about the new laws and their requirements, please see our Client Alert New York State and City Pass Historic Requirements for Sexual Harassment Training and Policies: What Employers Need to Know to Comply ([See Full Client Alert](#)).

The information provided in this Client Alert does not, nor is it intended to, constitute legal advice. Readers should not take or refrain from taking any action based on any information contained in this Client Alert without first seeking legal advice.

As always, we are pleased to share insights and updates related to legal issues of interest with clients and friends of the Firm. Our records reflect that the recipient of this message is not a European Union "Data Subject" as defined by the General Data Protection Regulation (GDPR), enacted on May 25, 2018. If you are or consider yourself to be a Data Subject under the EU's GDPR, kindly email Jennifer Papantonio at JPapantonio@pecklaw.com or Lori Rosenberg at LRosenberg@pecklaw.com right away. The GDPR requires that all European Union Data Subjects provide explicit consent in order to continue to receive our communications.

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