



## LEGAL ALERT

### IS YOUR COMPANY OR ORGANIZATION READY TO COMPLY WITH NEW YORK STATE'S UPDATED SEXUAL HARASSMENT LAWS AND GUIDANCE?

As you know from our earlier [Legal Alert](#) and [follow-up](#), New York State employers are facing significant new mandatory sexual harassment prevention policy and employee training requirements due to legislation that was adopted in April.

In August, the New York State Division of Human Rights and Department of Labor issued draft guidance on the requirements, including a model sexual harassment policy and complaint form, model training, and list of frequently asked questions. An employer's policy and training must equal or exceed the minimum standards laid out in the model materials. Public comments regarding the draft materials were accepted through September 12, 2018, and the State just finalized its guidance on October 1<sup>st</sup>, just prior to the October 9<sup>th</sup> compliance date. This information can be found at <https://www.ny.gov/programs/combating-sexual-harassment-workplace>.

All public and private employers are required to adopt a compliant sexual harassment prevention policy as of **October 9, 2018**. In addition, according to the final NYS guidance, employers will be obligated to provide training to all existing employees no later than **October 9, 2019**.

Should you require assistance complying with the new requirements, **Costello, Cooney & Fearon (CCF) is prepared to serve as a resource to our clients in complying with these fast-approaching requirements**, including providing your company or organization with:

- A model Sexual Harassment Prevention Policy that will meet the requirements set forth in the new legislation and the New York State Guidance;
- A model Reporting/Complaint form; and
- Management and/or employee in-service programming that meets the minimum standards.

**Please contact any of the attorneys in our Labor & Employment Practice Group to learn more about the resources that CCF offers to our clients, and the cost-effective means in which we are able to provide them.**

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