

**LEGAL ALERT**  
**COSTELLO, COONEY & FEARON, PLLC**

**NEW YORK STATE ISSUES DRAFT MATERIALS AND GUIDANCE ON UPDATED  
SEXUAL HARASSMENT LAWS**

A New York State government website resource for employers and employees, [“Combating Sexual Harassment in the Workplace”](#) is now available. The website includes links to draft model sexual harassment policies, training and related guidance, as follows:

- Summary of the minimum standards for employer sexual harassment prevention policies and [training](#).
- [Model sexual harassment prevention policy](#) for employers, considered to be the “minimum standard” requirement. Employers may choose to adopt it as-is or use as a basis to establish their own policy. All policies must meet the minimum standards laid out in the model policy.
- Model Sexual harassment [complaint form](#).
- [Model training](#) (script book and PowerPoint presentation).
- [FAQs](#).

These materials are draft documents, and New York State is seeking comments from the public, including employers and employees, on the proposed materials. Comments can be submitted via the new website on or before September 12, 2018. Comments will be reviewed, and necessary revisions will be considered.

**Reminder as to Effective Dates.** As of October 9, 2018, all employers (public and private) must adopt a policy and provide a written copy of the policy and annual training to all employees.

Please contact any of the attorneys in our Labor and Employment practice group should you have any questions regarding employer obligations under the law and guidance, and/or about the necessary policy and training requirements.

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This communication is not intended to serve as legal advice.

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