

THE
NATIONAL LAW REVIEW

April Fools Joke? No. NYC Employers Really Have Two Sets of Training Requirements

Friday, March 22, 2019

Don't forget - April 1 marks the beginning of a new set of sexual harassment training requirements in [New York City](#). While the training requirement began across [New York State](#) on October 9, 2018 (and must be completed by October 9, 2019), the City imposes additional requirements on certain employers. Both laws require training to be provided on an annual basis.

While the State law requires training of all employees, regardless of the number of employees in each state, the City law applies only to employers with 15 or more employees. When counting employees, an employer must count [independent contractors](#) who work for the employer.

What topics need to be covered? There is some overlap in the training requirements for the City and State laws, but the City law has a few additional requirements. The chart below summarizes the requirements:



EPSTEIN
BECKER
GREEN

Article By
[Nancy L. Gunzenhauser Popper](#)
[Epstein Becker & Green, P.C.](#)
[Retail Labor and Employment Law](#)
[Administrative & Regulatory](#)
[Labor & Employment](#)
[New York](#)

| Interactive Training Content | NYS | NYC |
|--|------------|------------------|
| Define sex harassment, with specific examples | Yes | Yes |
| Explain federal & state harassment laws | Yes | Yes & NYCHRL |
| Describe employees' remedies & right of redress | Yes | Yes |
| Detail forums for adjudicating complaints - EEOC & NYSDHR | Yes | Yes & Commission |
| Educate on "bystander" intervention | No | Yes |
| Explain responsibilities of supervisory and managerial employees | No | Yes |
| Define & provide examples of | No | Yes |

retaliation

As a reminder, all New York State employers should have a [sexual harassment policy](#) in place. New York City employers also need to post a sexual harassment prevention poster and provide a copy to new hires.

© 2019 Epstein Becker & Green, P.C. All rights reserved.

Source URL: <https://www.natlawreview.com/article/april-fools-joke-no-nyc-employers-really-have-two-sets-training-requirements>