

Stop Sexual Harassment in New York City¹ Act

Effective Date	New Legal Standard	What Employers Should Do
May 9, 2018	Sexual harassment is a form of discrimination under the New York City Human Rights Law	Update discrimination policies to include sexual harassment as a form of prohibited discrimination
May 9, 2018	New York City Human Rights Law applies to <u>all</u> New York City employees, regardless of number of employees working for particular employer	Prepare and circulate among all employees updated non-discrimination policies (includes small employers that were not previously required to do so)
May 9, 2018	New York City employees have 3 years (instead of one year) to file sexual harassment claims	Proceed with caution when terminating employees, and evaluate exposure for sexual harassment claims
September 6, 2018	Employers must display poster with anti-sexual harassment rights and responsibilities	Display anti-sexual harassment poster in workplace, as issued by New York City Commission on Human Rights
September 6, 2018	At time of hire, new employees must be given information sheet regarding non-harassment	Give all new hires non-harassment information sheet issued by New York City Commission on Human Rights
April 1, 2019	Employers with 15 or more employees must provide interactive anti-sexual harassment training for all New York City employees, supervisors and managers, and keep training records for 3 years	Employers with 15 or more employees should implement interactive anti-sexual harassment training programs, and make sure to keep training records for 3 years

This SWA publication is intended for informational purposes only and should not be regarded as legal advice. For more information about the issues included in this publication, please contact Meira Ferziger at mferziger@swalegal.com. The invitation to contact is not to be construed as a solicitation for legal work. Any new attorney/client relationship will be confirmed in writing.

¹ The New York City law applies to employees located in Manhattan, Brooklyn, Queens, the Bronx and Staten Island.