

New York Employers Must Provide Sexual-Harassment Training, *SHRM*, ft. Keith Gutstein

Keith Gutstein, Esq., co-managing partner in the Long Island office of Kaufman Dolowich & Voluck, LLP, was quoted in an article written by Lisa Nagele-Piazza, Senior Legal Editor, for *SHRM*.

(April 27, 2018 - *SHRM*) - Training requirements are part of sweeping anti-harassment legislation.

New York legislators have passed a number of initiatives in the wake of the #MeToo movement and widespread allegations of sexual harassment in the workplace—including a law requiring employers to provide sexual-harassment training to all workers.

The training requirement is standard, so employers that are already conducting comprehensive harassment training are probably covering the main points, said Melissa Osipoff, an attorney with Fisher Phillips in New York City. "The big thing now is that training will be required, whereas before it was up to employers."

By Oct. 9, New York employers must implement annual sexual-harassment training.

The training must provide:

- An explanation of sexual harassment and specific examples of inappropriate conduct.
- Detailed information concerning federal, state and local laws and the remedies available to victims of harassment.
- An explanation of employees' external rights of redress and the available administrative and judicial forums for bringing complaints.

Employers in the Big Apple will have another set of anti-harassment laws to incorporate into their policies and training. The New York City Council passed the Stop Sexual Harassment in NYC Act, which covers 11 separate bills and will be one of the strictest anti-sexual-harassment laws in the country.

"Once signed into legislation, New York City employers will be required to post mandatory, city-designed sexual harassment posters," noted Keith Gutstein, an attorney with Kaufman Dolowich & Voluck in Woodbury, N.Y.