



A Safer Workplace Through
EducationSM

COMPLIANCE

New York Employee Sexual Harassment Prevention

Course Length: 1.0 Hours

Course Description

This course is designed for New York-based regular employees. Effective October 9, 2018, all New York State employers are required to implement a mandatory annual sexual harassment prevention training program. Effective April 1, 2019, New York City employers with 15 or more employees, including interns, must provide mandatory, interactive, annual anti-sexual harassment training for all employees, including supervisory and managerial employees.

Our New York Employee Sexual Harassment Prevention course provides up-to-date legally compliant content that will help your employees identify and prevent sexual harassment in the workplace.

We discuss sexual harassment laws (Federal, NYC, and New York State); available remedies for victims of harassment; harassment prevention strategies; and practical illustrative examples of harassment (real cases and hypothetical scenarios) using case studies, group discussion, quizzes, and tests. We also cover the essential elements of an anti-harassment policy, employee best practices, and new concepts like “Bystander Intervention.”

This course is designed for **Regular Employees (Non-Supervisory)**.

Course Table of Contents

- Section 1: Sexual Harassment Laws – Federal, NYC, and New York State
- Section 2: What is Sexual Harassment?
- Section 3: Who is Protected?
- Section 4: Types and Forms of Sexual Harassment
- Section 5: Reasonable Approach
- Section 6: Liability
- Section 7: Workplace Rights and Remedies
- Section 8: Policies and Procedures
- Section 9: 5-Point Assessment
- Section 10: Best Practices

Meets all New York statutory requirements as outlined by:

- Stop Sexual Harassment in NYC Act
- New York State Senate Bill S7848A

Meets all Federal statutory requirements as outlined by:

-Title VII, Civil Rights Act of 1964
-Civil Rights Act of 1991

Course Learning Objectives

- Explain sexual harassment laws (Federal, NYC, and New York State)
- Define sexual harassment (Federal, NYC, and New York State definitions)
- Differentiate between the various types and forms of sexual harassment
- Identify legal protections
- Discuss employer duties under Federal, NYC, and New York State law
- Identify who can be held liable for sexual harassment
- Explain how to exercise legal rights
- Describe the remedies for a sexual harassment complaint
- Define the elements of an anti-harassment policy
- Cover best practices for preventing sexual harassment

Course Topics

Abusive conduct	New York State law
Anti-harassment policy	New York State Senate Bill S7848A
Arbitration Clause	Non-binary
Bullying	Non-disclosure agreement
Bystander Intervention	Non-verbal harassment
City Contractors	Organizational Best Practices
Civil Rights Act of 1991	Posting Requirements
Compensatory damages	Physical Harassment
Complaint procedure	Protected Characteristics
Components of a sexual harassment policy	Punitive damages
Confidentiality procedure	Quid Pro Quo
Determining factors	Reasonable Person
Discrimination	Record-Keeping Requirements
Employee Best Practices	Reporting harassment
Enforcing policies	Requests for sexual favors
Fair Employment and Housing Act (FEHA)	Retaliation
Federal Equal Employment Opportunity Commission (EEOC)	Severe or pervasive
Federal Resources	Sex stereotyping
Gender expression	Sex/gender discrimination
Gender Expression Harassment	Sexual orientation (actual or perceived)
Gender identity	Sexual Orientation Harassment
Gender Identity Harassment	Single versus few Incidents
Gender-based harassment	State Contract Bids
Government Code Section 12950.1	Stop Sexual Harassment in NYC Act
Hostile Work Environment	Third party investigations procedure
Human Resources procedure	Title VII, Civil Rights Act of 1964
Internal investigations procedure	Training Requirements
Legal alternatives	Transgender
Legal remedies	Transgender status
Liability	Unwelcomed Sexual advances
Locker room conversations	Verbal harassment
New York City law	Visual harassment
	Workplace rights and how to exercise

New York Resources