HARASSMENT PREVENTION COMPLIANCE TIMELINE

2018-2020

JANUARY 1, 2019
All California employers with 5 or more employees must train all employees within six months of hire and every two years.

JANUARY 1, 2019
New York State deadline for employers submitting bids to New York State or any of its public departments or agencies for a public contract will need to include a prescribed statement in the bid certifying compliance with the sexual harassment prevention policy and annual training requirements. Failure to provide such certified statement may result in ineligibility for the contract.

OCTOBER 9, 2018
New York State newly hired employees need to be trained as soon as possible.

JANUARY 1, 2019
All Delaware employers with 50 or more employees must train all employees within one year of hire, then every two years thereafter.

APRIL 1, 2019
New York City all employees: within 90 days of initial hire and annually.

JANUARY 1, 2020
California all employees: for seasonal and temporary employees, or any employee hired to work for less than six months, an employer shall provide training within 30 calendar days or within 100 hours worked, whichever occurs first.

JANUARY 1, 2020
Delaware all existing employees must be trained.

APRIL 1, 2020
New York City all employees must be trained.

JANUARY 1, 2020
New York State all employees: if an employer has provided a compliant training by January 1, 2019, the employer is not required to provide the training again before the January 1, 2020 deadline.

OCTOBER 9, 2019
New York State deadline for all employees to be trained.

SEXUAL HARASSMENT PREVENTION TRAINING FOR MIGRANT AND SEASONAL AGRICULTURAL WORKERS

JANUARY 1, 2020
Sexual harassment prevention training for migrant and seasonal agricultural workers, as defined in the federal Migrant and Seasonal Agricultural Worker Protection Act, must be consistent with training for nonsupervisory employees.