**STATE AND LOCAL HARASSMENT PREVENTION REQUIREMENTS**

In the last two years, some state and local governments have updated their Anti-Harassment requirements. Recent changes have increased an employer’s legal obligation to educate employees and supervisors. Employers should be prepared to offer anti-harassment training classes to employees in certain jurisdictions, and to distribute anti-harassment notices that align with federal, state and local laws.

Revolution can help you meet your obligations, even in logistically challenging production or remote-work environments. Ask us how ProHire can support your Harassment Prevention training plan! We can also arrange remote group trainings.

Here is a short descriptor of employer training requirements in CA, NY, IL and GA:

**CALIFORNIA**

Training Requirements:

* **CURRENT**: California employers with fifty (50) or more employees must provide two (2) hours of interactive training to all supervisors within six (6) months of hire or promotion to a supervisory role, and every two (2) years thereafter.
* **NEW**: California employers with five (5) or more employees must provide interactive training as follows:
  + Supervisors must complete two (2) hours of interactive training before January 1st, 2021. For those hired after January 1st, 2021, training must occur within six (6) months of hire or promotion to a supervisory role, and every two (2) years thereafter.
  + Employees must complete one (1) hour of interactive training before January 1st, 2021. For those hired after January 1st, 2021, training must occur within six (6) months of hire, and every two (2) years thereafter.
  + Temporary employees (any employee who is hired to work for less than 6 months) must complete training within 30 days of hire or 100 hours worked, whichever is shorter.
  + Independent contractors and unpaid interns are protected by the law and must receive the same training as employees.

For more information, visit the California Fair Employment and Housing Act (FEHA) Sexual Harassment [FAQ](https://www.dfeh.ca.gov/Employment/?content=faq/sexual-harassment-faqs/#faqS).

**NEW YORK**

New York State and New York City have slightly different requirements but have partnered to ensure that the City’s provided trainings meet the State’s requirements.

Training Requirements:

* All employers must provide anti-harassment training to all employees and independent contractors.
* All employees must complete one (1) hour of interactive training as soon as reasonable after hire. It is recommended that training be completed on the first day of work.
* Employees must complete training once per year. Employees receive a Certificate of Completion when training is complete, which will expire after one (1) year. The certificate can be honored by a new employer, who must then offer training to the employee on or before the expiration of said certificate.
* The employer must keep Certificates of Completion on file for three (3) years.

Notice Requirements:

* All employers must have a Sexual Harassment Prevention Policy that complies with the law. The Policy must be accompanied by a compliant Harassment Complaint Form.
* The Policy and Complaint Form must be distributed to all employees on hire. Harassment Prevention Posters must be posted in the workplace, and Harassment Prevention Notices must be distributed on hire.

For more information, visit the [New York State Department of Labor](https://www.dfeh.ca.gov/Employment/?content=faq/sexual-harassment-faqs/#faqS) website. Or the [New York City Human Rights Commission](https://www1.nyc.gov/site/cchr/law/sexual-harassment-training.page)

**GEORGIA**

Georgia does not currently require Harassment Prevention Training by private employers. Georgia employers should follow the Georgia Fair Employment Practices Act and the federal Equal Employment Opportunity Commission guidelines.

* Georgia’s Fair Employment Practices Act prohibits discrimination based on sex, sexual harassment is a form of sex discrimination.
* Employees in Georgia should be advised of their right to file a complaint with the Georgia Department of Labor or the Equal Employment Opportunity Commission (EEOC).

For more information, contact Revolution: [info@revolutiones.com](mailto:info@revolutiones.com).

**ILLINOIS**

Illinois Department of Human Rights has recently enacted a Sexual Harassment Prevention Training Law.

Training Requirements:

* All employers must provide anti-harassment training to all employees and interns. It is not required to train independent contractors, but it is recommended.
* All employees must complete one (1) hour of interactive training before December 31st, 2020 and each calendar year thereafter.
* The employer must keep a record of trainings on file.

For more information, visit the Illinois [Department of Human Rights](https://www2.illinois.gov/dhr/Training/Pages/FAQ%20for%20Sexual%20Harassment%20Prevention%20Training.aspx) website.

**Sexual Harassment Prevention Training Resources**For employers nationwide, the following resources can provide guidance on how to draft and implement sexual harassment prevention communication and training within your organization. To demo Revolution’s ProHire platform, please contact us.

**Kantola Productions, LLC**55 Sunnyside Ave  
Mill Valley, CA 94941  
[www.kantola.com](http://www.kantola.com/)  
Contact: (800) 280-1180, [info@kantola.com](mailto:info@kantola.com)

**Clear Law Institute**4601 N. Fairfax Drive, Suite 1200  
Arlington, VA   
[info@clearlawinstitute.com](mailto:info@clearlawinstitute.com)  
Contact: Justin Sikora: 865-824-1255, [jsikora@clearlawinstitute.com](mailto:jsikora@clearlawinstitute.com)