

New York City Commission on Human Rights Issues Mandatory Sexual Harassment Notice and Fact Sheet

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The New York City Commission on Human Rights has released a [fact sheet](#) and mandatory [posting](#) consistent with the “Stop Sexual Harassment in NYC Act.” Effective September 6, 2018, all New York City employers must conspicuously post the anti-sexual harassment rights and responsibilities posting, as well as hand out the fact sheet to new employees at the time of hire.

The Commission’s [dedicated webpage](#) includes other resources about sexual harassment, such as sample scenarios to help identify discrimination in the workplace and information on bystander intervention.

The law, signed by Mayor Bill de Blasio on May 9, 2018, also requires employers with at least 15 employees to conduct annual anti-sexual harassment training for all employees, starting April 1, 2019. For more information on the enacted New York City legislative package related to harassment, see our articles, [New York City Enacts Anti-Sexual Harassment Legislation that Includes Training Requirement](#), [New York City Council Passes Legislative Package Aimed at Preventing Sexual Harassment in the Workplace](#), and [New York City Legislation Would Mandate Sexual Harassment Training, Expand Employer Coverage under Human Rights Law](#).

Additionally, New York City employers must comply with the upcoming statewide sexual harassment training mandate applicable to management and employees. See our article, [New York Legislature Passes Significant Changes to Laws Combating Sexual Harassment in the Workplace](#), for details of this requirement and related pieces of legislation. We continue to monitor updates from the state regarding the promulgation of a model policy and model training materials.

Please contact a Jackson Lewis attorney with any questions related to harassment policies, training, and other preventive practices.

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