

New York State Workplace Sexual Harassment Rules

Practical Guidance for Employers

New York State Employers		New York City Employers
Settlements with NDA's (& related attorneys' fees) are no longer tax-deductible	Jan. 1, 2018	Settlements with NDA's (& related attorneys' fees) are no longer tax-deductible
Non-employees are protected (contractors, vendors, volunteers)	April 2018	Non-employees are protected (contractors, vendors, volunteers)
	May 9, 2018	Employees have 3 years (up from 1 year) to file gender-based harassment claims
No NDA's for sexual harassment claims, except at claimant's "preference," in which case need 21 days to consider and 7 days to revoke	wh 44 2040	No NDA's for sexual harassment claims, except at claimant's "preference," in which case need 21 days to consider and 7 days to revoke
Prohibition begins on mandatory arbitration of sexual harassment claims	uly 11, 2018	Prohibition begins on mandatory arbitration of sexual harassment claims
S	Sept. 6, 2018	Fact Sheet must be provided new hires and anti-harassment poster must be displayed in English and Spanish
Deadline to implement new anti-sexual harassment policy		Deadline to implement new anti-sexual harassment policy
Begin trainings on workplace sexual harassment	Oct. 9, 2018	Begin trainings on workplace sexual harassment
Deadline to complete trainings on NYC workplace sexual harassment	Oct. 9, 2019	Deadline to complete trainings on workplace sexual harassment
New Hires: Train "as soon as possible"		New Hires: Train within 90 days of date of hire (if you have 15+ employees); otherwise, "as soon as possible" Current a

Current as of Oct. 2, 2018