



Butwin Insurance Group
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Understanding Sexual Harassment Prevention Training Requirements and Options in New York State

New York State law now requires every employer in the state, no matter how many employees they have, to annually provide employees with sexual harassment prevention training. The initial training must be completed before October 9, 2019 and must be repeated with all employees every year and with every new hire. (While the new law applies to all NYS employers, under local law 96, New York City employers with 15 or more employees are required to provide sexual harassment training to all employees annually, effective April 1, 2019.)

Training can be as simple as showing videos provided by the NYS Department of Labor or conducting the recommended meeting. There are also options shown for giving the presentation yourself, hiring a speaker or paying for on-line training.

In fact, Butwin Insurance Group recommends that even employers who feel they already have comprehensive policies and training programs in place, should review and be sure to update their existing manual, policies and programs with respect to the stringent requirements of the new law.

All The Resources You Need in One Convenient Location

For the benefit of our valued Butwin clients, we have set up a [special section of our website](#) where we aggregate the necessary materials in one easy place for your use. Or, simply click on the New York State Sexual Harassment Prevention tab under In-Demand Insurance Solutions on the Butwin Home page at www.butwin.com. From there you can click through to the training presentations, sample policies, posters and more – all approved by New York State-to support the implementation of this new law in your business.

Should you have any questions, you can also find more detail on the New York State website at: <https://www.ny.gov/programs/combating-sexual-harassment-workplace>, including frequently asked questions of both employers and employees.



Sexual harassment prevention training is a smart way to ensure the safety and comfort of all employees in the workplace, and to promote a positive culture. A proactive approach to sexual harassment training will help protect both employees and employers alike.

“ 2 A.M. is a lousy time to find out you chose the wrong insurance broker. ”

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