
Stop Sexual Harassment in NYC Act and its Implications

New York City recently signed the “Stop Sexual Harassment in NYC Act” into law. The Act amends the New York City Human Rights Law [“NYCHRL”] and the New York City Charter, providing several noteworthy changes aimed at preventing sexual harassment in the workplace.

Effective immediately, all employers, regardless of size, will be subject to the NYCHRL prohibition on gender-based harassment. Sexual harassment is considered a form of discrimination under the NYCHRL, and the statute of limitations for filing a gender-based harassment claim with the New York City Commission on Human Rights [“NYCCHR”] is extended from one year to three years.

Posters: Effective **September 6, 2018**, all employers must prominently display the NYCCHR’s new anti-sexual harassment poster in a conspicuous place and distribute an information sheet on sexual harassment to new hires.

The New York City Commission on Human Rights will design an anti-sexual harassment rights and responsibilities poster that will be distributed to employers. Stokes Wagner will notify you when the poster is available.

Trainings: Effective **April 1, 2019**, all private employers with 15 or more employees (including interns) must conduct an annual interactive anti-sexual harassment training for all employees (including interns as well as supervisory/managerial employees). The training must cover topics including definitions and examples of sexual harassment, education on bystander intervention, and explanations of how to bring complaints both internally and with the applicable federal, state and city administrative agencies. Employers must keep records of such trainings for at least three years.

Employers in New York City should prepare to alter their practices and policies accordingly. Contact Stokes Wagner for assistance in complying with the changes above.