



Quick Guide to

Anti-Harassment Compliance

Current and pending anti-harassment mandates, including state requirements, upcoming deadlines, frequently asked questions, and information about how Namely can help you get and stay compliant.



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For specific questions or to speak with someone about how Namely helps you stay in compliance, please email us at: hello@namely.com.

States with Anti-Harassment Training Mandates

The states listed have anti-harassment training requirements that require employers doing business within the state to provide anti-harassment training to their employees and supervisors.

- **California**
- **Connecticut**
- **Delaware**
- **Illinois**
- **Maine**
- **New York**
- **New York City**
- **Washington**
- **Washington D.C.***

* Limited to tipped employees.

States Requiring Anti-Harassment Policies

While an anti-harassment policy is a best practice for employers in all states, these states require employers to provide an anti-harassment policy to all employees.

In addition to requiring a policy, these states require certain information to be included in the anti-harassment policies.

- **California**
- **Illinois**
- **Maine**
- **Massachusetts**
- **New York State**
- **Oregon**
- **Rhode Island**
- **Vermont**
- **Washington**

Also note that the following states recommend, but do not require, an anti-harassment policy: Iowa, New Jersey, South Dakota, Tennessee, Texas, and Wisconsin.

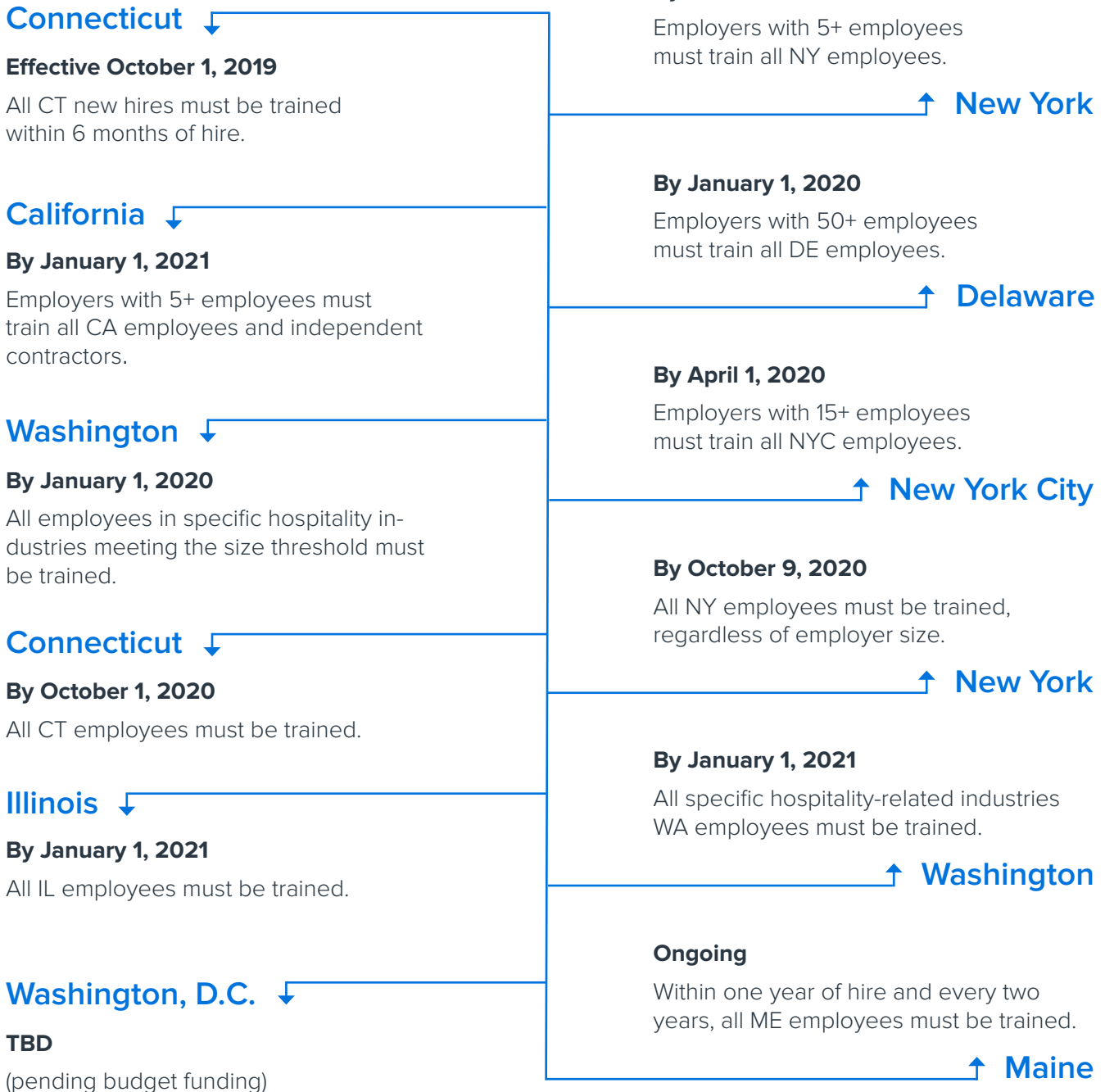
States with Pending Mandates

These states have anti-harassment mandates currently pending in their respective state legislatures. In some cases, the state may have more than one bill in the pipeline to address harassment in the workplace. Namely monitors these developments closely and will publish alerts for any new anti-harassment laws.

- **Florida**
- **Massachusetts**
- **Pennsylvania**
- **Rhode Island**
- **Texas**

Deadlines

These deadlines reflect new mandates going into effect and other related deadlines.



Frequently Asked Questions

Do you use the number of employees within the state or the total number of employees across all states to determine whether compliance with a particular mandate is required?

In all states, except Delaware, the employee threshold used to determine whether a business must comply with a specific state or city mandate is based on the total number of employees company-wide, irrespective of their location. The individual state thresholds are listed here.

State	Threshold
California	5+ employees, company-wide.
Connecticut	No threshold.
Delaware	50+ in Delaware.
Illinois	No threshold.
Maine	15+ employees, company-wide.
New York	No threshold.
New York City	15+ employees, company-wide.
Washington	1+ employee, company-wide.
Washington D.C.	No threshold.

How often do we need to train our employees?

As illustrated in the table below, frequency varies by state. For multi-state employers, a best practice is to train all employees annually, but contact Namely for more information on how to best meet the mandates: hello@namely.com.

State	Threshold
California	Within 6 months of hire and every 2 years.
Connecticut	Within 6 months of hire and every 2 years.
Delaware	Within 6 months of hire and every 2 years.
Illinois	Annually.
Maine	Within 1 year of hire and every 2 years.
New York	Annually.
New York City	Annually.
Washington	Within 1 year of hire and every 2 years.
Washington D.C.	Within 90 days of hire and every 2 years.

Do we need to RETRAIN California supervisors who were trained in 2018?

No. In August 2019, California updated its Harassment training law via SB 778. This “clean-up” law delays the implementation of the training requirements established in SB 1343, by pushing the training deadline one year to January 1, 2021 and the refresher training event to calendar year 2020, for those employees trained in 2018.

All new hires must be trained within 6 months of hire and employees promoted into a supervisory position must be additionally trained within 6 months of the assumption of the supervisory position.

Does online training meet New York’s interactivity requirement?

Generally, yes. New York’s interactivity requirement allows for online training. However, New York City (NYC) has a number of restrictions and requirements for content, and as a result, not every online training option will be compliant. Employers should confirm their chosen training meets all of the requirements before implementation. Namely’s online courses do meet New York’s interactivity and NYC’s content requirements.

Do other categories of workers need to be trained?

Yes. The state definition of “employee” varies, however. Listed below are the various classifications of workers that are included in that state’s training mandate.

State	Threshold
California	Independent contractors, temporary, and seasonal workers.
Delaware	State employees, unpaid interns, joint employees, and apprentices.
Illinois	All individuals performing work for an Illinois employer covered by the Illinois Human Rights Act.
New York	Seasonal and temporary workers.
New York City	Interns, independent contractors, and temporary workers.
Washington	Joint employees, seasonal and temporary workers, and independent contractors.
Washington D.C.	Tipped workers, managers, and owner/operators.

Need Help Meeting the New Anti-Harassment Training Mandates?

Namely Offers a Turn-Key Solution for All Workplace Harassment Prevention Training and Policy Requirements

To schedule a demo, email us at: hello@namely.com.