

NYC COMMISSION ON HUMAN RIGHTS PUBLISHES NOTICES REGARDING SEXUAL HARASSMENT THAT MUST BE ISSUED TO EMPLOYEES

Labor & Employment Alert
August 14, 2018

The New York City Commission on Human Rights (the “Commission”) has published a notice posting and an informational factsheet that covered employers must issue to employees pursuant to the recently enacted Stop Sexual Harassment in NYC Act (the “Act”). Employers are required to post the notice in the workplace and disseminate the factsheet to their employees no later than September 6, 2018.

As we had previously reported, the Act requires covered New York City employers to provide to employees annual training on sexual harassment. In addition, the Act requires employers to post a notice concerning sexual harassment in the workplace and disseminate an information factsheet on sexual harassment to employees. To assist employers in complying with the Act, the Commission has released a template notice posting and a template factsheet. Covered employers are required to post the notice in “employee break rooms or other common areas employees gather.” Although the Act requires that the notice be posted in English and Spanish, the Commission has, thus far, only provided a template notice in English. The Commission has also released a factsheet on sexual harassment that must be distributed to employees at the time of hire. The factsheet may be disseminated to new employees as a standalone document or as part of an employee handbook.

Should you have questions about compliance with these requirements, please contact any one of our labor and employment attorneys.

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