

## **Legislative Blast** **August 2018\***

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### **SEXUAL HARASSMENT MATERIALS FOR NEW YORK STATE EMPLOYERS HAVE FINALLY ARRIVED: YOUR COMMENTS SOUGHT BY SEPTEMBER 12, 2018**

The State of New York has finally issued model forms, policies and other guidance materials for employers and workers concerning State sexual harassment laws passed earlier in 2018 that generally take effect in October 2018. Please go to the State's main website page located at <https://www.ny.gov/programs/combating-sexual-harassment-workplace> for general information applicable to employers and workers as well as for weblinks to specific documents and materials.

The State's main webpage states (typographical errors and all): "Public Comment: Please note that all materials (*sic*) draft documents. The public, employers and employees are encouraged to provide comments on all materials. Comments can be submitted on or before September 12, 2018. All comments will be reviewed and necessary revisions will be considered."

To find specific information applicable to "Employers," including a model sexual harassment policy, minimum standards for sexual harassment prevention policies, a model complaint form, minimum standards for sexual harassment prevention training, model training materials, and Frequently Asked Questions (FAQs), please go to the Employers' webpage which is located at <https://www.ny.gov/combating-sexual-harassment-workplace/employers>.

According to the Employers' webpage, you can click a "comments" weblink (underlined below in bold) to offer comments as noted: "Please note the sexual harassment prevention policy and complaint form are draft documents. The public, employers and employees are encouraged to provide **comments** on the proposed policies. Comments can be submitted on or before September 12, 2018. All comments will be reviewed and necessary revisions will be considered." Therefore, while the State confusingly indicates comments are sought solely with respect to "proposed policies," please feel free to comment on anything at all in the materials.

Finally, the Workers' webpage includes a link to training materials that would appear to more appropriately belong on the Employers' webpage, so be sure to check out this page too: <https://www.ny.gov/sites/ny.gov/files/atoms/files/SexualHarassmentPreventionDRAFTTrainingPPT.pdf>. Should MVSHRM members wish to confer with each other before submitting comments, please considering using MVSHRM's Forum at <http://www.mvshrm.org/forum.php>.

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