

Upcoming Anti-Harassment Training Deadlines Require Law Firms to Train Employees in 2019

The Time for Training Is Now

In the past year, New York City, New York State, California, and Delaware have implemented new laws requiring all employers—regardless of industry—to train their employees on certain aspects of sexual harassment and reporting procedures. As a result of the #MeToo movement and the renewed focus on sexual harassment, at least 22 state legislatures are considering changes for employers, including mandating anti-harassment training, broadening the definition of “harassment,” and limiting dispute resolution options.



“Several state and local governments have passed, and others are contemplating passing, laws that warrant an employer’s review of their anti-harassment policies and procedures, including implementation of anti-harassment training for both supervisory and staff-level employees,” explains Susan Gross Sholinsky, Member of the Firm in the Employment, Labor & Workforce Management practice, in the New York office of Epstein Becker Green (EBG).

For law firms, the need for training goes beyond requirements. Clients are increasingly seeking firms that deliver on their diversity and inclusion promises when awarding business. Using engaging anti-harassment training can help foster inclusion by encouraging behaviors that create a respectful work environment free from discrimination and harassment.

“Providing training on these concepts to a large number of employees—many of whom may be located in various places around the country— can require tremendous resources and coordination,” Sholinsky said.

[EBG](#) created a 50-state compliant anti-harassment e-learning course, [“Halting Harassment: Rules of the Road for a Respectful and Inclusive Workplace.”](#) to enable multi-jurisdictional employers, like law firms, to meet applicable legal requirements and cost-effectively train large groups of employees, including supervisors.

Recognize, Respond & Report: Training Details

Employees will be provided with essential training on topics such as:

- What “harassment,” “discrimination,” and “retaliation” mean
- Where and when harassment, discrimination, and retaliation might take place
- How to engage in bystander intervention
- How the company’s complaint procedure works
- Other matters as may be requested by law in the jurisdictions where the company does business

Additional features include:

- Content that meets the various state and local anti-harassment training requirements
- Modularity that enables user efficiency

- Animated video scenarios
- Q&A style testing that ensures comprehension and compliance
- Sharable Content Object Reference Mode (SCORM) compliant training course for client learning management systems
- Customization with respect to an employer's complaint procedures/policy and one use of a company logo
- "Rules of the Road" video in which EBG attorneys address real-life situations