

Sexual Harassment

Quick Reference Guide

Please note: This is a live, working document. As more research is completed, states will be added.

If a particular section of a state is not listed in this document, assume that there are no statewide legal requirements for it. When in doubt, please check the legislation research document.

Finally, this is meant to be a one sentence distillation of legal requirements. It is not, in any way, a full and comprehensive explanation of the topic.

| State | Training | Policy | Signage |
|-------------|----------|--------|---------|
| California | X | X | X |
| Connecticut | X | X | X |
| Delaware | X | | X |
| Florida | | | |
| Illinois | X | | |
| Maine | X | X | X |
| Nevada | | | |
| New Jersey | | | |
| New York | X | X | X* |
| Texas | | | |
| Washington | X | X | |

X indicates materials that are required by state law.

***indicates that signage is mentioned in the law, but not as a requirement.**

| State | Requirement | |
|------------|-------------|--|
| California | Training | All employers with 5 or more employees must provide 1 or 2 hours of training (depending on the position) within 6 months of hire and every 2 years after that. |
| | Policy | Employers are required to have a written harassment, discrimination, and retaliation prevention policy that is distributed to all employees. |
| | Signage | Employers must post a poster regarding sexual harassment and a poster regarding transgender rights in a prominent and accessible location. Additionally, employers must provide all employees an information sheet containing specific information regarding sexual harassment. |

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| Connecticut | Training | As of October 1 st , 2020, any employer with 3 or more employees based in Connecticut must provide two hours of training. |
| | Policy | Employers must provide employees information regarding the illegality of sexual harassment and remedies available to victims within 3 months of their start date. |
| | Signage | Employers must post information concerning sexual harassment in a prominent and accessible location. |
| Delaware | Training | As of January 1 st , 2019, any employer with 50 or more employees in Delaware must provide sexual harassment training within 1 year of hire and every 2 years thereafter. |
| | Signage | Employers must distribute an information sheet to employees upon hire and within 6 months of the above effective date. |
| Illinois | Training | As of December 31 st , 2020, all employers with employees working in Illinois must provide training upon hire and annually thereafter. |

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|-------------------|----------|---|
| Maine | Training | As of October 7 th , 1991, any workplace with 15 or more employees must provide trained within 1 year of hire. Supervisors required additional training. |
| | Policy | Employers must provide all employees with a written notice once a year. |
| | Signage | Employers must post a poster in a prominent and accessible location. |
| New York | Training | As of October 9 th , 2018, every employer must provide annual sexual harassment prevention training to all employees. |
| | Policy | All employers are required to have a sexual harassment policy in place that meets or exceeds specific standards. |
| | Signage | Employers can choose to display posters or notices regarding sexual harassment in a highly visible place. |
| Washington | Training | As of January 1 st , 2020, every hotel and motel must provide all managers, supervisors, and employees with training. |
| | Policy | Employers must adopt and enforce sexual harassment policies and procedures that meet specific requirements. |

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