PHILLIPS NIZER LP

LEGAL ALERT - LABOR & EMPLOYMENT LAW

APRIL 2018

TIME'S UP NYC...

Sexual Harassment Legislation May Affect Thousands of NYC Employers

On April 11, 2018, the New York City Council adopted the "Stop Sexual Harassment in NYC Act," which the Mayor is expected to sign. This legislation expands coverage to employers that had previously been exempt from New York City Human Rights Laws (NYCHRL), imposes more requirements on small businesses, and reinforces New York City's stance against harassment in the workplace.

Key points of the legislation include:

- Employers with at least 15 employees must conduct annual sexual harassment "interactive training" for employees, including supervisory and managerial employees, starting April 1, 2019.
- Anti-sexual harassment rights and responsibilities posters must be posted in all NYC workplaces.
 Employers must provide an information sheet on sexual harassment to each new employee, at their time of hire.
 Employers must maintain records of compliance with the law, including signed employee acknowledgements.
- The statute of limitations for filing harassment claims arising under the NYCHRL and filed with the Commission has been lengthened from one year to three years after the alleged conduct.

Employers beware – When counting the number of employees you employ, you may need to include some independent contractors. New York City laws interpret some independent contractors as employees, unlike New York State laws.

We are able to provide counsel and guidance regarding compliance with federal, state and city labor and human rights laws. Please contact the attorney(s) named below or the attorney with whom you have a primary relationship.

Contact: Regina E. Faul 212.841.0575 rfaul@phillipsnizer.com

This information is provided as a public service to highlight matters of current interest and does not imply an attorney-client relationship. It is not intended to constitute a full review of any subject matter, nor is it a substitute for obtaining specific legal advice from appropriate counsel.



485 Lexington Avenue • New York, NY • 10017 | **Tel:** +1 **212 977 9700** | **Fax:** +1 **212 262 5152** 34 Pantigo Road • East Hampton, NY • 11937 | Tel: +1 631 324 3950 | Fax: +1 631 324 3622 Court Plaza South, 21 Main St. • Hackensack, NJ • 07601 | Tel: +1 201 487 3700 | Fax: +1 201 646 1764