

Alert

New York City Commission on Human Rights Issues Poster and Fact Sheet in Compliance with Recently Enacted New York City Anti-Harassment Law

August 16, 2018

In April 2018, New York State and New York City enacted legislation to combat sexual harassment and sexual assault in the workplace. We discussed the new legislation in a prior *SRZ Alert*.¹ Among other requirements, the Stop Sexual Harassment in NYC Act (“Act”) provides that employers must display an “anti-sexual harassment rights and responsibilities” poster and distribute information to all employees regarding their rights and responsibilities under federal, state and local anti-harassment laws. On Aug. 10, 2018, the New York City Commission on Human Rights (“Commission”) issued a poster that satisfies the Act’s English-language poster requirement.² Employers will also be required to display a Spanish-language version, which the Commission has not yet issued. New York City employers must begin displaying the poster beginning Sept. 6, 2018.

The Commission also issued a “fact sheet” that satisfies the notice requirement under the Act.³ Employers may provide the generic fact sheet or incorporate the information into their handbook or stand-alone anti-harassment policies, provided that they distribute the information to all employees. Similar to the poster requirement, New York City employers must comply with this requirement beginning Sept. 6, 2018.

As we discussed in the prior *SRZ Alert*,⁴ as part of the new legislation, New York State and New York City have mandated anti-harassment and discrimination training. The State and City are expected to issue guidance on what employers may do to comply with the training requirements, as well as model training programs. The State’s and City’s annual training requirement goes into effect on Oct. 9, 2018 and April 1, 2019, respectively. The State is also expected to issue a model harassment and discrimination complaint form.

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If you have any questions concerning this *Alert*, please contact your attorney at Schulte Roth & Zabel or the author.

¹ and ⁴ See “New York State and City to Mandate Anti-Sexual Harassment Training for Private Employers,” *SRZ Alert*, April 12, 2018, available [here](#).

² See poster available [here](#).

³ See fact sheet available [here](#).

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