

## Jurisdictions With Anti-Harassment Training Requirements

Certain jurisdictions require employees to take anti-harassment and related training. Below are details on the jurisdiction, employees at which employers are required to take the training and how often employees are required to take the training.

Jurisdiction	Covered Employers	Timing/Frequency
<b>California</b>	Employers with five or more employees.	All employees active at the time should have received training by January 1, 2021. New hires and those who receive supervisory promotions must complete training within six months and every two years thereafter. Applicable temporary or seasonal employees may be required to complete training within 30 days or within 100 hours, whichever comes first.
<b>Connecticut</b>	Employers with three or more employees must provide training to all employees; employers with fewer than three employees must provide training to all supervisory employees.	All employees active at the time should have received training by July 20, 2021. New hires and those who receive supervisory promotions must complete training within six months and every ten years, but every three years is recommended.
<b>Delaware</b>	Employers with 50 or more employees in Delaware.	All employees active at the time should have received training by December 31, 2019. New hires and those who receive supervisory promotions must complete training within one year. Training should be provided every two years.
<b>District of Columbia**</b>	Employers covered under the Tipped Wage Workers Fairness Amendment Act of 2018.	The Tipped Wage Workers Fairness Amendment Act of 2018 (TWWF) requires employers of tipped employees to provide harassment prevention training to all employees, owners, operators, and managers by August 31, 2023, and every two years thereafter. New hires must receive training within 90 days of hire. Please review this <a href="#">knowledge article</a> for more information about training requirements as well as other obligations under the TWWF.

Jurisdiction	Covered Employers	Timing/Frequency
<b>Illinois</b>	All private employers.	All employees active at the time should have received training by December 31, 2020. Training must be provided at least once a year to all employees. New hires should receive training as soon as possible. There are supplemental training requirements for worksite employees working in restaurants and bars. Please visit the <a href="#">Illinois Department of Human Rights website</a> for more information.
<b>Chicago, IL</b>	Employers of one or more employees.	Effective July 1, 2022, all employees working in Chicago, and those located outside of Chicago who supervise or manage employees working in Chicago, must receive training every year. Initial training must be completed by June 30, 2023. The training requirements include one hour of sexual harassment prevention training for individual contributors and two hours for those in a supervisory role. Additionally, all employees must complete one hour of bystander intervention training annually. Worksite employees may take the Chicago IL - Bystander Training course in TriNet Learning Management to meet this requirement.
<b>Maine</b>	Private employers with 15 or more employees.	New hires must receive training within the first year of employment. Those who receive a supervisory promotion must receive training within one year of taking on supervisory responsibilities. Recurring training is not required but is recommended.
<b>New York</b>	All employers.	All employees active at the time should have received training by October 9, 2019. Thereafter, the training must occur annually. New hires should take the training as soon as possible.

<b>Jurisdiction</b>	<b>Covered Employers</b>	<b>Timing/Frequency</b>
<b>New York City</b>	Employers subject to the New York City Human Rights Law with 15 or more employees.	Effective April 1, 2019, covered employers must provide anti-harassment training. All employees must take the training annually. New hires must take the training within 90 days.
<b>Washington</b>	Employers in the hotel, motel, retail, security guard and property services contractor industries.	Effective January 1, 2021, all covered employers must provide training to managers, supervisors and employees.

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