



HANCOCK  
ESTABROOK, LLP  
COUNSELORS AT LAW

October 2018  
[www.hancocklaw.com](http://www.hancocklaw.com)

## LABOR & EMPLOYMENT LAW ALERT

### New York State Releases Sexual Harassment Training Videos and Overview Webinar

New York State recently released additional training materials which will assist employers in providing required sexual harassment prevention training. Changes to the law required all NYS employers to ensure their sexual harassment policies met minimum standards by October 9, 2018. Over the next year, all NYS employers must meet minimum training requirements for all employees. The training deadline is now October 9, 2019.

The State released two videos which can assist with the required training, available here: <https://www.ny.gov/combating-sexual-harassment-workplace/employers>.

It is important to note, however, that if employers use these videos, they are still required to provide an interactive component to the training by: asking questions of employees as part of the training program; accommodating questions asked by employees, with answers provided in a timely manner; or requiring feedback from employees about the training and the materials presented.

To aid compliance with the changes in the law, the State has also posted an 8 minute "webinar" to YouTube, found here: <https://www.youtube.com/watch?v=waQhoG06hBw>.

As a reminder, our firm is [offering seminars](#) designed to educate employers and their managers on how to best provide compliant training. For more information on these seminars, please contact Laurie Bantel at 315-565-4701 or [lbantel@hancocklaw.com](mailto:lbantel@hancocklaw.com).

**If you have any questions or would like more information on the issues discussed in this communication, please contact any of the following Labor & Employment attorneys:**

John F. Corcoran	315.565.4515	<a href="mailto:jcorcoran@hancocklaw.com">jcorcoran@hancocklaw.com</a>
Lindsey H. Hazelton	315.565.4527	<a href="mailto:lhazelton@hancocklaw.com">lhazelton@hancocklaw.com</a>
Renee L. James	315.565.4507	<a href="mailto:rjames@hancocklaw.com">rjames@hancocklaw.com</a>
Whitney M. Kummerow	315.565.4517	<a href="mailto:wkummerow@hancocklaw.com">wkummerow@hancocklaw.com</a>
John T. McCann	315.565.4540	<a href="mailto:jmccann@hancocklaw.com">jmccann@hancocklaw.com</a>
Emily A. Middlebrook	315.565.4525	<a href="mailto:emiddlebrook@hancocklaw.com">emiddlebrook@hancocklaw.com</a>
Robert C. Whitaker, Jr.	315.565.4557	<a href="mailto:rwhitaker@hancocklaw.com">rwhitaker@hancocklaw.com</a>

[www.hancocklaw.com](http://www.hancocklaw.com)

*This communication is for informational purposes and is not intended as legal advice.*