

## State Requirements for Harassment Training

State	Type of Training	Employers Covered	Employees Covered	Other Information about Training
<p><b>California</b> (Statute) (AB 1825 and California Fair Employment and Housing Act)</p>	<p>Mandatory, sexual harassment</p>	<p>Employers with 50 or more employees (in or out of the state)</p>	<p>All employees</p>	<p>2 hours of interactive (classroom or on-line) sexual harassment training, including information about federal and state laws  (Cal. Gov Code §12950)</p>
<p><b>Colorado</b> (Colorado Sex Discrimination Rules, as adopted by the Colorado Civil Rights Commission)</p>	<p>Encourage employee 'sensitization' to issues related to sexual harassment</p>	<p>All employers</p>	<p>All employees</p>	<p>(3 Colo. Code Regs. § 708-1, Rule 80.11 (C))</p>
<p><b>Connecticut</b> (Statute) (Connecticut Human Rights and Opportunities Act)</p>	<p>Mandatory; Sexual Harassment</p>	<p>All private and public employers with 50 or more employees to provide 2 hours of sexual harassment training to all supervisory employees within 6 months of the assumption of a supervisory position</p>	<p>Anyone who supervises others (within 6 months of assignment to supervisory duties)</p>	<p>2 hours of classroom training with the ability to ask questions and receive answers  (Conn. Gen. Stat. § 46a-54(15)(B))  (Conn. Agencies Regs. § 46a-54-204)</p>
<p><b>Florida</b> (Public Personnel Rules of Florida's Administrative Code)</p>	<p>Required training on affirmative action and equal opportunity, which includes sexual harassment training</p>	<p>Florida executive branch agencies</p>	<p>Anyone with supervisory authority</p>	<p>(Florida Administrative Code, Tit.tit.60L, § 21.004)</p>

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<b>Illinois</b> (Illinois Human Rights Act)	Required sexual harassment training as part of all new employee training programs	All government agencies	All new employees	(Ill. Comp. Stat., Chap. 775, § 2-105(B)(5))
<b>Iowa</b> (Executive Order)	Mandatory; Affirmative Action, Cultural Diversity, and the Prevention of Sexual Harassment	Public employers only	Director of each department within a state agency and their employees	
<b>Maine</b> (Statute) (Sexual Harassment Training and Education in the Workplace Law)	Mandatory; Sexual Harassment	All private or public employers with 15 or more employees	Each new employee within one year of start date; additional training for supervisors and managers within one year of assuming position	Training for employees must cover elements of required state law notice and federal law requirements; Training for managers must include specific responsibilities re: preventing sexual harassment, methods to take to insure corrective action (Me. Rev. Stat. § 807(3))
<b>Massachusetts</b> (Statute) (Massachusetts Fair Employment Practice Act)	Encouraged; Sexual Harassment	All employers with 6 or more employees and all state agencies; Employers must distribute a written version of their sexual harassment policy annually to all employees and to each new employee at the beginning of employment	All new employees within one year of employment; additional training for new supervisory and managerial employees	(Mass. Gen. Laws, Chap. 151B, § 3A)

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<p><b>Michigan</b> (Michigan's Disability Bias Law)</p>	<p>Required; Sexual Harassment</p>	<p>The department of civil rights is required to offer training programs to all employers, labor organizations and employment agencies to assist in understanding requirements</p>	<p>Dependant upon company/organizational requirements</p>	<p>(Mich. Comp. Laws Ann., § 37.1212)</p>
<p><b>Nevada</b></p>	<p>Required; Sexual Harassment</p>	<p>All state agencies</p>	<p>All state employees are required to take a certified class on sexual harassment within 6 months of their appointment, and to attend a refresher course every 2 years thereafter</p>	<p>(Nev. Admin. Code ch. 284, s. 496)</p>
<p><b>New Jersey</b> (2002 case Gaines v. Bellino, 173 N.J. 301)</p>	<p>Encouraged; Sexual Harassment</p>	<p>New Jersey Supreme Court rulings support the recommendation that all employers should conduct sexual harassment training</p>	<p>All employees</p>	<p>In judging whether an employer has been negligent in preventing sexual harassment under state law, state courts consider whether the employer made training available to all employees. The court stated that an employer that provides sexual harassment training helps demonstrate an “unequivocal commitment from the top” to preventing sexual harassment.</p>

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<b>New Mexico</b> (State Code)	Required; Sexual Harassment	Primary and secondary education centers are required to educate all licensed school personnel at least once a year about sexual harassment	All licensed school personnel are required to be trained at least once a year about sexual harassment by attending periodic training or reviewing sexual harassment literature	(N.M.A.C. 6.60.9.9 (C)(11))
<b>North Carolina</b> (North Carolina Administrative Code)	Required; Unlawful Workplace Harassment	All state agencies are required to develop a plan on unlawful workplace harassment that includes utilization of training and other methods to educate state employees	All state employees are required to participate in "Unlawful Workplace Harassment" training programs	(25 N.C.A.C. 1J.1101)
<b>Oklahoma</b> (Fair Employment Practices Act)	The state's 'Rules of Personnel Management and Administration' require training on sexual harassment and all other equal opportunity laws	State agencies that investigate complaints of discrimination	All state personnel who investigate complaints of discrimination are required to be trained in the areas of equal opportunity (including sexual harassment), discrimination and burdens of proof	(Okla Stat., tit.74, § 840.21 (F.1); tit. 530, § 10-3-20)
<b>Pennsylvania</b> (Executive Order)	Mandatory; Sexual Harassment	State Agencies	All state employees	Education may consist of written materials, formal training, educational videos, orientation sessions, workplace discussions or individual counseling (4 Pa. Code Sec. 7.595)

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<b>Rhode Island</b> (Statute)  (Sexual Harassment, Education and Training Law)	Encouraged; Sexual Harassment  (Mandatory for state employees under Executive Order)	Employers with 50 or more employees	Training for new employees within one year of hire; additional training for managers and supervisors within one year of assumption of supervisory position	Communicate contents of harassment policy; specific responsibilities of managers and supervisors for preventing harassment and insuring immediate corrective action  (R.I. Gen. Laws, Chap. 118, § 28-51-2©, 28-51-3)
<b>Tennessee</b> (Tennessee State Employees' Sexual Harassment Law)	Required; Sexual Harassment	State department of personnel is obligated to provide sexual harassment training to all public employees	All public employees	(Tenn. Code § 4-3-1703)
<b>Texas</b> (Statute)  (Employment Discrimination Law)	Mandatory	State Agencies	All state employees: new employees within 30 days of hire and every 2 years thereafter	Information regarding the agency's policies and procedures related to employment discrimination, including harassment  (Tex. Lab. Code § 21.010)
<b>Utah</b> (Utah Administrative Code)	Required; Liability Prevention Training including Sexual Harassment	State Agencies	All state employees	Training programs must be approved by the Department of Human Resource Management and Risk Management  (Utah Admin Code R477-10-4)
<b>Vermont</b> (Statute)  (Vermont Fair Employment Practices Act)	Encouraged; Sexual Harassment	All public and private employers	All new employees within one year of employment; additional training for supervisory and managerial employees	(Vt. Stat. § 495h(f))
<b>Washington</b> (Executive Order)	Mandatory; Sexual Harassment	State Agencies	All employees	To prevent and eliminate sexual harassment