

# Bailey,Carr CPAs, P.C.

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NEWSLETTER

June 20, 2017

To: Clients and Friends

**Re: New York State Requirements for Employers to Provide Enhanced Protections Against Sexual Harassment**

The New York State Budget Bill passed in April of this year includes significant legislation mandating private and public employers to implement a policy and training program regarding sexual harassment. The NYS Department of Labor along with the NYS Department of Human Rights will be creating a model sexual harassment prevention guidance document and prevention policy. Employers may follow these or develop their own so long as they meet or exceed the standards provided in the models. We anticipate the models to be available August-September timeframe.

Details on this policy can be found at:

[www.nysenate.gov/newsroom/press-releases/catharine-young/2018-19-state-budget-includes-landmark-sexual-harassment-law](http://www.nysenate.gov/newsroom/press-releases/catharine-young/2018-19-state-budget-includes-landmark-sexual-harassment-law)

**Please note this new law expands the current sexual harassment law to non-employees including independent contractors, subcontractors, customers and vendors and applies to all businesses regardless of size.**

**Effective date** for this new law is **October 9, 2018**.