

State	Municipality	Covered Employers
Alabama		N/A
Alaska		N/A
Arizona		N/A
Arkansas		N/A
California		At least five employees (including any employees outside of California; part-time employees; employees hired through a staffing agency; and independent contractors); beginning January 1, 2020, temporary and seasonal employees employed in any 20 consecutive weeks in the current or preceding calendar year. Public employers are covered and must comply with the training requirements. (Certain licensed or regulated professions may have differing requirements.)
Colorado		N/A
Connecticut		Employers of three or more employees for posting requirements; employers with 50 or more employees for training requirements. [Amendments take effect October 1, 2019.]
Delaware		Employers of four or more employees for notice requirements; employers with 50 or more employees in Delaware for training requirements.
District of Columbia		Employers covered under the Tipped Wage Workers Fairness Amendment Act of 2018.
Florida		N/A
Georgia		N/A
Hawaii		N/A
Idaho		N/A
Illinois		N/A
Indiana		N/A
Iowa		N/A
Kansas		N/A
Kentucky		N/A
Louisiana		N/A

Maine		Private employers with 15 or more employees. (Public employers are also covered.)
Maryland		N/A
Massachusetts		N/A
Michigan		N/A
Minnesota		N/A
Mississippi		N/A
Missouri		N/A
Montana		N/A
Nebraska		N/A
Nevada		N/A
New Hampshire		N/A
New Jersey		N/A
New Mexico		N/A
New York		All employers.
	New York City	Employers subject to the New York City Human Rights Law with 15 or more employees.
North Carolina		N/A
North Dakota		N/A
Ohio		N/A
Oklahoma		N/A
Oregon		N/A

Pennsylvania		N/A
Rhode Island		N/A
South Carolina		N/A
South Dakota		N/A
Tennessee		N/A
Texas		N/A
Utah		N/A
Vermont		N/A
Virginia		N/A
Washington		N/A
West Virginia		N/A
Wisconsin		N/A
Wyoming		N/A

For new hires, including individuals hired as managers or supervisors, within one year of commencement of employment. For newly promoted or appointed managers or supervisors, within one year of taking on supervisory responsibilities.

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

Annually.

Annually.

N/A

N/A

N/A

N/A

N/A

At a minimum, training must include information regarding: (i) the illegality of sexual harassment; (ii) the definition under applicable state and federal laws and regulations, including the Maine Human Rights Act; (iii) a description of sexual harassment, using examples; (iv) the internal complaint process available to the employee; (v) the legal recourse and complaint process available through the Maine Human Rights Commission; (vi) instructions on how to contact the Commission; and (v) retaliation protections under Maine law. Employers must provide supervisors with training addressing their roles and responsibilities, including ensuring immediate and appropriate corrective action in addressing sexual harassment complaints.
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
The model program must be interactive and include: an explanation of sexual harassment consistent with enforcement guidance; examples of conduct that would constitute unlawful sexual harassment; information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment; and information concerning employees' rights of redress and all available forums for adjudicating complaints. The training program must include addressing conduct by supervisors and any additional responsibilities for such supervisors.
The training must include the following: <ul style="list-style-type: none"> • An explanation of sexual harassment as a form of unlawful discrimination under local law; • A statement that sexual harassment is also a form of unlawful discrimination under state and federal law; • A description of what sexual harassment is, using examples; • Any internal complaint process available to employees through their employer to address sexual harassment claims; • The complaint process available through the New York City Commission on Human Rights, the state Division of Human Rights and the federal Equal Employment Opportunity Commission (EEOC), including contact information; • The prohibition of retaliation, and examples of such conduct; • Information concerning bystander intervention, including any resources that explain how to engage in bystander intervention; and • The specific responsibilities of supervisory and managerial employees in the prevention of sexual harassment and retaliation, and measures that such employees may take to appropriately address sexual harassment complaints.
N/A
N/A
N/A
N/A
N/A

Annually provide individual notice to all employees on content of sexual harassment training. Employers may choose to deliver the notice with an employee's pay, to ensure delivery without exception.

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

Employers must conspicuously post a notice and provide an information sheet describing anti-sexual harassment rights and responsibilities. Employers must maintain a record of all trainings, including a signed employee acknowledgement (which may be electronic). The records must be kept for three years and be made available for inspection.

N/A

N/A

N/A

N/A

N/A

