

## NYS: Combating Sexual Harassment in the Workplace

- **New York State website** with material in doc, pdf, ppt

<https://www.ny.gov/combating-sexual-harassment-workplace/employers>

- **Law office site with links**-----

<https://www.lawandtheworkplace.com/2018/11/new-york-state-releases-sexual-harassment-prevention-training-videos/>

- **Online site with links to videos** for Sexual Harassment Training

Video of first part of the NYS Training **Part 1:**

<https://www.youtube.com/watch?v=sL7LwBsV9bM>

Video of second part of NYS Training **Part 2:**

<https://www.youtube.com/watch?v=1za7gs9S2H0>

Harold in Example #4 has been replaced by Sarah

## Additional Protections and Remedies (Information provided by NYS)

### NYS Division of Human rights (DHR)

**A complaint alleging violation of the Human Rights Law may be filed either with DHR or in NYS Supreme Court.**

- Complaints may be filed with DHR any time **within one year** of the alleged sexual harassment.
- You do not need to have an attorney to file.
- If an individual did not file at DHR, they can sue directly in state court under the Human Rights Law, **within three years** of the alleged sexual harassment.
- An individual may not file with DHR if they have already filed a Human Rights Law complaint in state court.
- More information: [www.DHR.ny.gov](http://www.DHR.ny.gov)

### United States Equal Employment Opportunity Commission (EEOC)

- An individual can file a complaint with the EEOC anytime **within 300 days** from the alleged sexual harassment.
- You do not need to have an attorney to file.
- A complaint must be filed with the EEOC before you can file in federal court.
- More information: **www.EEOC.gov**.
- **NOTE:** *If an individual files an administrative complaint with DHR, DHR will automatically file the complaint with the EEOC to preserve the right to proceed in federal court.*

**Local Protections** – Many localities enforce laws protecting individuals from sexual harassment and discrimination: contact your local county, city or town to find if such laws exist

Harassment may constitute a crime if it involves things like physical touching, coerced physical confinement or coerced sex acts. Contact your local police department.