

NEW YORK

New Law Establishes Hotline for Sexual Harassment Complaints

On March 16, 2022, the state enacted a new law that requires the New York State Division of Human Rights (Division) to establish a toll-free hotline for individuals to make complaints of workplace sexual harassment. The new law, **effective July 14, 2022**, also provides free legal assistance to individuals who contact the hotline.

Employer Impact

The new law amends the state's existing Human Rights Law—which applies to all employers in the state—to strengthen its current protections against workplace sexual harassment. Under the amendment, the Division must work with the New York State Department of Labor (NYDOL) to update “any materials employers must post or provide to employees regarding sexual harassment” so they include information about the new hotline.

Expected Updates

The current law requires employers to provide employees with a written [workplace sexual harassment policy](#) and annual [training on workplace sexual harassment prevention](#). In addition, the Division provides a model [workplace poster](#) on sexual harassment prevention as an optional tool for directing employees and others to an employer's sexual harassment prevention policy. Thus, employers may expect these and other materials to need updates starting July 14, 2022. All employers in the state should watch for more information from the Division and NYDOL.

Additional Hotline Details

The amendment requires the new hotline to operate during regular business hours. It also requires the Division to recruit attorneys with experience in providing counsel related to sexual harassment matters to provide free legal advice to hotline callers.

Important Dates

March 16, 2022

New York enacted a new law that establishes a hotline for employees to call with sexual harassment complaints.

July 14, 2022

The new law goes into effect. The hotline goes live and employers must provide updated information to employees.

Employers must provide information about the new hotline for reporting workplace sexual harassment, which starts July 14, 2022.

Provided to you by **Kinloch Consulting Group, Inc. March 25, 2022**

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