

CONNECTICUT

NEW LAW: Connecticut Expands Its Sexual Harassment Training Requirements

On June 18, 2019, Connecticut Governor Ned Lamont signed [Public Act No. 19-16](#) (the "[Time's Up Act](#)") into law. This new law amends Connecticut's sexual harassment training requirements and goes into effect on October 1, 2019.

Under the new law, all Connecticut employers will be required to provide all supervisory employees with 2 hours of sexual harassment training by October 1, 2020 (or within six months of their assumption of supervisory duties, after that time). Employers who have provided their supervisors sexual harassment training after October 1, 2018 do not need to conduct an additional training for these employees. Supplemental sexual training must be provided to supervisory employees every two years.

In addition, Connecticut employers with 3 or more employees will be required to provide 2 hours of sexual harassment training to all non-supervisory employees by October 1, 2020 (or within six months of hire, after that time). In addition, supplemental sexual harassment training must be provided every 10 years to all employee (however, we recommend that sexual harassment training be given on a more regular basis – at least once per year).

The sexual harassment training must include information on the federal and state statutory provisions covering sexual harassment and remedies available to victims of sexual harassment.

The new law also requires employers post information on "the illegality of sexual harassment and remedies available to victims of harassment" in a conspicuous location in the workplace. Employers must also provide employees with a copy of that information either

- Within 3 months of the employee's start date or
- For existing employees, via email with a subject line that includes the words "Sexual Harassment Policy". The email may be sent to the employee's work email account or the employee's personal email account. If the company does not provide work email accounts, then the information must be posted on the company's intranet site.

The new law requires the Connecticut Commission on Human Rights and Opportunities create a model sexual harassment training program that employers can use to comply with the new training requirements. The Connecticut Commission on Human Rights and Opportunities is also required to develop and include on its website "a link concerning the illegality of sexual harassment ... and the remedies available to victims of sexual harassment."