

# Sexual Harassment Training Requirements by State

By AdminAssist – Jan 18, 2021



State	Training Required	Covered Employer (Evaluate Overall Headcount)	State Requirements
Alabama	No		
Alaska	No		
Arizona	No		
Arkansas	No		
California	Yes	5+ Employees	Employers must train all employees and supervisors within six months of their start date and then retrain every two years. Supervisory employees must complete 2 hours, and Nonsupervisory employees must complete 1 hour, of classroom or interactive training and education on sexual harassment prevention. Temporary employees or any employee hired to work less than 6 months, must be trained within 30-calendar days after their hire date or within 100 hours worked, whichever comes first. <a href="#">Senate Bill 343</a>
Colorado	Encouraged	All	Employers are encouraged to take all steps necessary to prevent workplace harassment and informing employees of their rights as well as developing methods to sensitize all concerned. <a href="#">Colorado.gov</a>
Connecticut	Yes	All  3+ Employees	All employers, regardless of size, are required to provide sexual harassment training to supervisory employees by 02/09/2021, or within six months of an employee assuming a supervisory role. Employers are required to provide 2 hours of sexual harassment training to all employees within 6 months of assuming the position. <a href="#">Commission on Human Rights and Opportunities</a>
Delaware	Yes	50+ Employees	Employers must provide interactive training to all employees and supervisors. New employees must be trained within the first year of their start date and then every two years. Supervisors must receive additional training on their responsibilities to prevent and correct sexual harassment and retaliation and then retrained every 2 years. <a href="#">Delaware Office of Human Relations</a>

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District of Columbia (D.C.)	Yes	Tipped Employees	Employers are mandated to provide sexual harassment training for tipped employees as well as adhere to workplace posting requirements. New employees must receive training within 90-days of hire unless the employee participated in training within the prior two years. <a href="#">District of Columbia Office of Human Rights</a> <a href="#">D.C. Law 22-196</a>
Florida	Yes		Training on affirmative action and equal opportunity, including sexual harassment training, is required for all supervisors in FL government executive branch agencies.
Georgia	No		
Hawaii	No		
Idaho	No		
Illinois	Yes	All	Employers are required to provide annual sexual harassment training to all employees. Training must either use the model training program of the Illinois Department of Human Rights or establish training that meets or exceeds the minimum standards provided by the model. <a href="#">Illinois Dept of Human Rights</a>
Indiana	No		
Iowa	Yes		Directors of each department within a state agency and their employees are subject to provide mandatory training; Affirmative Action, Cultural Diversity and Prevention of Sexual Harassment. <a href="#">Iowa Civil Rights Commission</a>
Kansas	No		
Kentucky	No		
Louisiana	No		
Maine	Yes	15+Employees	All new employees are subject to mandatory training within one year of start date; additional training for supervisors and managers is required. Training must cover elements of required state and federal law. <a href="#">Maine Human Rights Commission</a>
Maryland	No		
Massachusetts	Encouraged	All	All employers and all state agencies are encouraged to provide sexual harassment training to employees within one year of employment with additional training for supervisory employees. Employers must distribute a written policy annually to all employees.  <a href="#">Massachusetts Commission Against Discrimination</a>

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Michigan	No		The department of civil rights is required to offer training programs to all employers, labor organizations and employment agencies to assist them in understanding the requirements under the law.
Minnesota	No		
Mississippi	No		
Missouri	No		
Montana	No		
Nebraska	No		
Nevada	Yes		All state agencies are required to provide sexual harassment certified training to all employees within 6 months of their employment and to attend a refresher course every 2 years thereafter. <a href="#">Nevada Equal Rights Commission</a>
New Hampshire	No		
New Jersey	Yes	All	In February 2020, Governor Phil Murphy introduced a bill that would require all employers to provide interactive sexual harassment prevention training to all employees every 2 years.  All state agencies are required to provide sexual harassment training to all state employees within 6 months of their employment and to attend a refresher course every 2 years thereafter. <a href="#">New Jersey Division on Civil Rights</a>
New Mexico	Yes		Primary and secondary education centers are required to educate all licensed school personnel at least once a year about sexual harassment. <a href="#">New Mexico Dept of Workforce Solutions</a>
New York	Yes	All	All employers must provide mandatory annual interactive sexual harassment training for all employees. New employees should be trained as soon as possible after their start date. Employers must adopt a written policy and distribute to employees. Additional training may be required by for employees working in New York City. <a href="#">New York State Division on Human Rights</a>
North Carolina	Yes		All state government agencies are required to create an unlawful workplace harassment plan, which much include harassment training and other employee programs. <a href="#">North Carolina Human Relations Commission</a>
North Dakota	No		
Ohio	No		

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Oklahoma	Yes		All state government employees who investigate discrimination complaints should receive equal employment opportunity, discrimination, and burden of proof training. <a href="#">Oklahoma Office of Attorney General</a>
Oregon	No		
Pennsylvania	Yes		All state agencies are subject to provide mandatory sexual harassment training to all state employees. <a href="#">Pennsylvania Human Relations Commission</a>
Rhode Island	Encouraged	4+ Employees	Employers are required to conduct sexual harassment training and include retaliation as an unlawful employment practice. New employees must be trained within one month of hire. <a href="#">Rhode Island Commission for Human Rights</a>
South Carolina	No		
South Dakota	Encouraged		Employers should take all necessary steps to prevent harassment from occurring.
Tennessee	Yes		All state agencies are required to provide sexual harassment training to all public employees. <a href="#">Tennessee Human Rights Commission</a>
Texas	Yes		All state agencies are subject to provide mandatory discrimination, including harassment training to all state employees within 30 days of hire and every 2 years thereafter. <a href="#">Texas Workforce Commission's Civil Rights Division</a>
Utah	Yes		All state agencies are required to provide liability prevention training including sexual harassment to all state employees. <a href="#">Utah Antidiscrimination and Labor Division</a>
Vermont	Encouraged		All employers are encouraged to provide sexual harassment training to all new employees within one year of employment with additional training provided for supervisors. <a href="#">Vermont Human Rights Commission</a>
Virginia	No		
Washington	Yes	All	Employers must provide mandatory training to all managers, supervisors, and employees. Employers must educate their workforce on the protections for employees who report violations of a state or federal law. <a href="#">Washington State Human Rights Commission</a>
West Virginia	No		
Wisconsin	No		
Wyoming	No		

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