



New York State's New Sexual

Start Date: 10/30/2018 7:30 AM

End Date: 10/30/2018 11:00 AM

New York State's New Sexual Harassment Law: What You Need to Know! Tuesday, October 30th
Location: Temple B'Rith Kodesh, 2131 Elmwood Ave 7:30am - 11:00am This program has been pre-approved for 3.0 Professional Development Credits (PDCs) by the Society for Human Resource Management and 3.0 Business (Strategic) credits by the HR Certification Institute. **About our Program:** In April, Governor Cuomo signed a new anti-harassment law containing provisions for private and public employers related to sexual harassment in the workplace. These provisions provided for protection from not only other employees, but also vendors, consultants, contractors and others providing services. They also included a prohibition on nondisclosure clauses in settlements or agreements, as well as a prohibition on mandatory arbitration clauses for workplace sexual harassment claims. Most importantly, the new law requires New York employers to comply with very specific sexual harassment policy and training requirements. The deadlines for these new policy and training requirements, October 9, 2018 and December 31, 2018, respectively, are fast approaching. Specifically, by October 9, New York employers must have a sexual harassment policy in place that includes defined minimum standards. Employers can revise their current policy to ensure compliance, or they can use the model New York State policy. Employers must also draft a sexual harassment complaint form or use the model complaint form issued by New York State. Additionally, employers must also either establish a training program to prevent sexual harassment or use the New York State model sexual harassment prevention training program. This training is required to be interactive, comprehensive, and completed by December 31, 2018. Underberg & Kessler's team of attorneys has already assisted many clients with implementing the new policy language, and in providing the required sexual harassment training to clients' employees. Our training offers you and your employees insight and practical examples to help prevent liability and improve the efficient operation of your business. We can provide the mandatory one-hour training at your location for a flat rate. **Our Presenters:** Frank Kerbein, SPHR - Director, Center for Human Resources, The Business Council of New York State Frank Kerbein is the director of the Center for Human Resources and responsible for advocacy on construction and transportation issues. Frank is a graduate of Cornell University's School of Industrial and Labor Relations. He is also SPHR certified and has more than 30 years of experience in all areas of human resource management. Paul Keneally, Partner - Underberg & Kessler, LLP Paul's effectiveness as a litigator is due to his depth of legal understanding and his determination to get clients the right result. As chair of the Firm's Litigation and Labor & Employment Practice Groups, and a partner in our Municipal Practice Group, Paul represents a wide variety of businesses, individuals and organizations. From untangling complex commercial and construction litigation, navigating the minefield of labor and employment disputes, resolving tax assessment and other municipal matters, to handling general litigation, insurance defense and personal injury cases, Paul has a wealth of litigation experience in the administrative agencies and the state and federal courts. **PRICING:**

Location(s)

Temple B'Rith Kodesh
2131 Elmwood Ave,
Brooklyn, NY 11218