



## Mandated Sexual Harassment Training Requirements: United States & Global

Country/State	Training Deadlines	Required?	Who Needs Training?	How Often?	How Long?	Remarks
Australia		Highly Recommended				<ul style="list-style-type: none"> <li>• <a href="#">Training</a></li> <li>• <a href="#">Sex Discrimination Act 1984</a></li> <li>• <a href="#">Racial Discrimination Act 1975</a></li> <li>• <a href="#">Jurisdictional Comparison Table: Maximum Monetary Penalties</a></li> </ul>
Brazil		Yes	Employees of companies with more than 80 employees	Annually		
Canada Alberta		No				
Canada British Columbia	Upon hiring	Yes	Supervisors and workers	Annually		<ul style="list-style-type: none"> <li>• Training upon hiring</li> <li>• <a href="#">Address discrimination, bullying and harassment</a></li> </ul>
Canada Manitoba		Highly Recommended		Annually		<ul style="list-style-type: none"> <li>• Employers must “make ongoing harassment training part of other training sessions, such as: management training, induction programs for new employees, [and other opportunities.]”</li> <li>• <a href="#">The Workplace Safety and Health Act</a></li> </ul>
Canada New Brunswick	Upon hiring	Yes		Annually		<ul style="list-style-type: none"> <li>• <a href="#">General Regulation, NB Reg 91-191</a></li> </ul>
Canada Newfoundland & Labrador	Upon hiring	Yes	Employers and workers	Annually		<ul style="list-style-type: none"> <li>• <a href="#">Newfoundland and Labrador Regulation 2019</a></li> </ul>
Canada Nova Scotia		No				
Canada Ontario		Yes		Upon hiring and reviewed "as often as necessary, but at least annually"		<ul style="list-style-type: none"> <li>• Training upon hiring</li> <li>• <a href="#">Occupational Health and Safety Act</a></li> <li>• <a href="#">Human Rights Code</a></li> <li>• <a href="#">Ontario Human Rights Commission</a></li> </ul>

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Canada Prince Edward Island		No				
Canada Quebec		Highly Recommended		Employees are generally trained upon hiring, and then as often as needed.		<ul style="list-style-type: none"> <li>• <a href="#">Psychological or sexual harassment – Employers' obligations</a></li> <li>• <a href="#">Act Respecting Labour Standards</a></li> </ul>
Canada Saskatchewan		Highly Recommended		Employees are generally trained upon hiring, and then as often as needed.		<ul style="list-style-type: none"> <li>• Employers should promote awareness of harassment and safety issues through meetings and training on Harassment Prevention</li> <li>• <a href="#">Employment Standards</a></li> </ul>
Canada Northwest Territories and Nunavut		No				
Canada Yukon Territory		No				There are currently no training requirements, but new regulations are in progress.
Germany		Highly Recommended	There are no specific legal requirements, but best practice is to do a revolving training in a 3 - 5 years term.			<ul style="list-style-type: none"> <li>• <a href="#">General Equal Treatment Act (AGG)</a></li> </ul>
Hong Kong		Highly Recommended	"It is generally recommended as a good practice that employers conduct regular anti-discrimination and anti-harassment training"			<p>(i) For guidance recommending that training is provided to employees, please refer to the following:</p> <ul style="list-style-type: none"> <li>• <a href="#">Paragraphs 11.8.1, 17.1.5 and 21.3-21.4 of the Code of Practice on Employment under the Sex Discrimination Ordinance</a></li> <li>• <a href="#">Paragraphs 11.19 – 11.21 of the Code of Practice on Employment under the Disability Discrimination Ordinance</a></li> <li>• <a href="#">Paragraph 5.3.7(1) of the Code of Practice on Employment Under the Race Discrimination Ordinance</a></li> <li>• <a href="#">Paragraphs 10.8.1 and 16.1.5 of the Code of Practice on Employment Under the Family Status Discrimination Ordinance</a></li> </ul>

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						<p>(ii) For the vicarious liability provisions, please refer to the following:</p> <ul style="list-style-type: none"> <li>• <a href="#">Section 46 and 46A of the Sex Discrimination Ordinance</a></li> <li>• <a href="#">Section 48 and 48A of the Disability Discrimination Ordinance</a></li> <li>• <a href="#">Section 34 of the Family Status Discrimination Ordinance</a></li> <li>• <a href="#">Section 47 &amp; 47A of the Race Discrimination Ordinance</a></li> </ul>
India		Yes		Annually and "post recruitment and pre-promotion"		<ul style="list-style-type: none"> <li>• Generally "Post Recruitment"</li> <li>• <a href="#">ISTM Training Module</a></li> <li>• <a href="#">The rights of persons with disabilities act</a></li> <li>• <a href="#">The sexual harassment of women at workplace act</a></li> <li>• <a href="#">Rules : Sexual Harassment at Workplace</a></li> <li>• <a href="#">The human immunodeficiency virus and acquired immune deficiency syndrome act</a></li> <li>• <a href="#">HIV AIDS act</a></li> <li>• <a href="#">HIV &amp; AIDS Policy for Establishments</a></li> </ul>
New Zealand		Highly Recommended				<ul style="list-style-type: none"> <li>• <a href="#">Workplace bullying and harassment</a></li> <li>• <a href="#">Health and Safety at Work Act</a></li> </ul>
Poland		Highly Recommended				<ul style="list-style-type: none"> <li>• <a href="#">Mobbing in the workplace</a></li> </ul>
South Africa		Highly Recommended				<ul style="list-style-type: none"> <li>• <a href="#">Employment Equity Act (Section 6 and 60)</a></li> </ul>
South Korea		Yes	All employees	Annually	More than 1 hour	<ul style="list-style-type: none"> <li>• <a href="#">Korean Law Information Center : Equal Employment</a></li> </ul>
Spain		Yes				



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Switzerland		Yes	"The requirement is to inform and communicate but not to conduct formal "training" strictly speaking"			<ul style="list-style-type: none"> <li>• <a href="#">Psychosocial risks at work</a></li> </ul>
UK (United Kingdom)		Highly Recommended	*ACAS is a non-departmental government body which aims to improve working life through better employment relations, by helping employers and employees to solve problems and work together effectively. Its guidance is non-statutory but is highly persuasive.			<ul style="list-style-type: none"> <li>• <a href="#">ACAS guidance</a></li> </ul>
US (United States)		Highly Recommended	Individual States mandate, highly recommend, or no recommendation.			<ul style="list-style-type: none"> <li>• <a href="#">Contractor Compliance OFCCP</a></li> </ul>
US California	January 1, 2024	Yes	<p>All employees, interns, and some contractors.</p> <p>New Hires/ Promotions: Managers receive 2 hours during the onboarding process and new employees get the full 1 hour. This must be done within 6 months.</p>	Every two years (biennially) or every year (annually) at an employer's discretion	Nonsupervisory employees must receive at least one hour of training and supervisory employees must receive at least two hours of training.	<ul style="list-style-type: none"> <li>• Must be trained within 6 months of hire or the assumption of a supervisory role</li> <li>• Training must have interactive capabilities</li> <li>• <a href="#">California Government Code</a> Sections 12950.1 and 12950.2</li> <li>• <a href="#">California Code of Regulations</a> Title 2, Sections 11023 and 11024</li> </ul>

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US Chicago (City)	July 1, 2023	Yes	All employees	Annually	1 hour for all employees, 2 hours for supervisors & managers, 1 hour of BYSTANDER TRAINING for all employees	
US Connecticut	February 2024	Yes	All employees	Every 10 years	2 hours	<ul style="list-style-type: none"> <li>• Must be trained within 6 months of hire</li> <li>• Training must have interactive capabilities</li> </ul>
US Delaware	January 1, 2024	Yes	All employees	Every 2 years		<ul style="list-style-type: none"> <li>• Must be trained within 1 year of hire</li> <li>• Training must have interactive capabilities</li> </ul>
US District of Columbia	December 31, 2023	Yes	All tipped-wage employees	Every 2 years		<ul style="list-style-type: none"> <li>• Within 90 days of hire</li> <li>• Training must have interactive capabilities</li> </ul>
US Illinois	January 1, 2024	Yes	All employees	Annually	Not designated generally, but 1 hour for professionals need to continue education	<ul style="list-style-type: none"> <li>• Additional training and reporting requirements for restaurants, bars, hotels, and casinos</li> <li>• <a href="#">775 ILCS 5/2-109</a> as amended by Illinois Public Act 101-0221</li> </ul>
US Maine	Within one year of hire or promotion	Yes	All employees			<ul style="list-style-type: none"> <li>• Must be trained within first year of hire</li> <li>• Training records must be maintained for at least 3 years.</li> </ul>
US Massachusetts		Highly Recommended	Training not required, but employers are encouraged to provide training to all new employees within one year of beginning employment, and for new supervisory or managerial employees within one year of beginning employment.			<ul style="list-style-type: none"> <li>• Mass. Gen. Laws Ann. c. 151B, § 3A€</li> </ul>



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US New York (State)	October 1, 2024	Yes	All employees	Annually		<ul style="list-style-type: none"> <li>Employers are expected to train employees immediately</li> <li>Training must have interactive capabilities</li> <li><a href="#">Prevention of sexual harassment</a></li> <li><a href="#">Combating Sexual Harassment in the Workplace : Employers</a></li> <li><a href="#">Combating Sexual Harassment in the Workplace : FAQ</a></li> </ul>
US New York City (City)	April 2024, though state law supersedes	Yes	All employees	Annually		<ul style="list-style-type: none"> <li><a href="#">Local Law of The City of New York</a></li> <li><a href="#">Stop Sexual Harassment in NYC Act: Frequently Asked Questions</a></li> </ul>
US Texas		Required for all State Employees - Highly recommended for private sector				
US Virginia		Highly Recommended				
US Washington		No	Harassment prevention training required for employees of hotel/ motel, retail, security guard, property services and other special circumstances.			<ul style="list-style-type: none"> <li>RCW 49.60.515</li> </ul>



## Emtrain's Sexual Harassment Prevention Training Offerings

### [Preventing Workplace Harassment Training Course \(US\)](#)

#### **Managers**

- 60 Minutes (Timed or Untimed)
- 120 Minutes (Timed or Untimed)

#### **Employees**

- 30 Minutes (Timed or Untimed)
- 60 Minutes (Timed or Untimed)

### [Canadian Workplace Harassment Training](#)

#### **Managers & Employees**

- 60 Minutes

### [Preventing Workplace Harassment Training India](#)

#### **Managers & Employees**

- 50 Minutes

### [Global Workplace Violence and Harassment Training](#)

#### **Managers & Employees**

- 60 Minutes