**Combating Sexual Harassment in the Workplace**

The New York State Department of Labor (NYSDOL) has just released information pertaining to new laws to combat sexual harassment in the workplace. In October 2018, employers are required to adopt and implement a sexual harassment prevention policy that equals or exceeds that minimum standards required by the new law. They also will be required to provide annual training to their employees on the topic. The NYSDOL has created a model policy and training program in an effort to assist businesses with the creation of their own policy and training. Currently, this is a draft policy that is accepting comments until 9/12/18. Whether you are in New York State (NYS) or not, if you are a company that anticipates doing business with an agency within NYS, you will need to have this policy and training in place. Beginning January 1, 2019, bid documents will have a certification statement to this effect that you will be required to sign. For more information, see: <https://www.ny.gov/programs/combating-sexual-harassment-workplace>