

**Connecticut Commission on Human Rights and Opportunities
Makes Available Sexual Harassment Prevention
Training Video and Written Materials**

November 4, 2019

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In accordance with the Act Combatting Sexual Assault and Sexual Harassment (“Act”), which was signed into law by Connecticut Governor Ned Lamont and became effective on October 1, 2019 (also referred to as the “Time’s Up Act”), the Connecticut Commission on Human Rights and Opportunities (“CHRO”) has developed and made available [on its website](#) a **free** online training and education video, “CHRO Sexual Harassment Training.” In addition, the CHRO [released, in both English and Spanish](#), Sexual Harassment Prevention Training FAQs, a “Sexual Harassment Is Illegal” poster, and other written materials explaining what sexual harassment is.

As more fully described in our *Act Now* Advisory titled “[Connecticut’s ‘Act Combatting Sexual Assault and Sexual Harassment’ Imposes Significant Changes to the State’s Employment Laws](#),” dated July 8, 2019, the Act expands the sexual harassment training requirements for all employers. Specifically, the Act requires employers of *three or more* employees to provide two hours of training and education regarding sexual harassment and available remedies to *all existing* employees by October 1, 2020, and to provide such training to *new* employees no later than six months after an employee is hired. Employers of *fewer than three employees* are required to provide such training and education to all supervisory employees by October 1, 2020, and to any new supervisory employees within six months of the employee’s assumption of supervisory duties. According to the CHRO’s FAQs, the Act applies to employers, including those based out of state, which have at least one employee based in Connecticut.

The CHRO-developed online training and education video consists of six sections and five interactive quizzes. Although using the video is not required, employees who complete this training will have met the mandated training requirement.

What Employers Should Do Now

- Review the CHRO online training and education video to determine whether using the resource is appropriate for your workforce. Note that the video is designed for all employees and does not contain a separate section for supervisors. The video also addresses public accommodations and housing discrimination, which may not be relevant to all employers. Therefore, you may want to consider alternative methods of delivering the training, including developing or purchasing your own training program.
- Begin the sexual harassment prevention training now. If you have three or more employees, make sure that current employees complete their training by October 1, 2020, and new hires are trained within six months of their hiring date. If you have fewer than three employees, be aware that the training of existing and newly hired supervisors must be completed in the same timeframes.
- Train human resources professionals and supervisors regarding the expanded sexual harassment posting, notice, and training requirements.

For more information about this Advisory and other sexual harassment training options, please contact:

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