



Robert R. Roback, Sr. CPA, CFS, CFA In Memory of (1956-2011)
Daniel R. Kumlander, CPA
Jeffrey D. Donofrio, MBA, CPA
Kenneth E. Hay, CPA, CVA
Timothy W. Pehl, CPA, CFP®

Dear Client,

We wanted to make sure that our business client base is aware of the new mandatory New York sexual harassment policies and training requirements that must be completed by October 9, 2019. This training encompasses every employer in New York State no matter the amount of employees an employer has under hire. Even though the word sexual is in the title, the law covers a vast array of harassments other than sexual. Governor Cuomo signed the requirement into law on April 12, 2018.

We know most payroll, insurance or human resource providers are offering a program to their client bases to make sure they are compliant with the new law. You can also administer the training and develop the required polies and forms in house.

There are many resources offered by New York State to help with your questions, policy making and training related to the new law. The two we found most helpful are:

<https://www.ny.gov/programs/combating-sexual-harassment-workplace>

<https://www.ny.gov/combating-sexual-harassment-workplace/employers>

The above websites provide detailed explanations, training tools, policy and form templates, posters, frequently asked questions and other requirements of the new law. You can also find training videos on the sites.

If you have questions relating to the new sexual harassment laws please contact our offices for further discussion and answers.

Sincerely,

Kumlander, Donofrio, Hay & Pehl

Kumlander, Donofrio, Hay & Pehl CPA's, LLP