



U.S. Workplace Harassment Prevention Training

Determining the appropriate solution for your organization

Skillsoft Compliance Solution's U.S. Workplace Harassment Prevention training helps organizations meet their training obligations while supporting a positive, harassment-free culture.

FEDERAL AND STATE LAWS

Under federal law, it is highly recommended that all managers and employees receive annual training. Although there is no specific mandate, both the U.S. Supreme Court and the EEOC (in various enforcement guidance publications) have indicated that periodic anti-harassment training is required in order for the employer to establish an affirmative defense in a harassment case. An affirmative defense is a way for an employer to reduce penalties by showing that it took reasonable and proactive steps to prevent harassment from occurring. Training is an essential part of an effective affirmative defense.

In addition, various states and municipalities have implemented standards and requirements that exceed those at the federal level. Therefore, any company operating in these locations must ensure that employees and managers located there receive the appropriate solution.

WORKPLACE HARASSMENT PREVENTION TRAINING: STATE-BY-STATE

Skillsoft Compliance Solutions offers a suite of compliance training courses to help educate both employees and managers on their role in preventing discrimination and harassment in the workplace. With specific state and multi-state editions, Skillsoft provides organizations with the necessary training needed to meet current federal and state requirements.

CALIFORNIA

Managers: Two hours of training required every two years. Recommended courses (select one):

- [Workplace Harassment Prevention for Managers—Multi-State Edition](#)
- [Workplace Harassment Prevention for Managers—Multi-State Edition, Version 2.0](#)
- [Workplace Harassment Prevention for Managers—Multi-State Edition, Version 3.0](#)
- [Workplace Harassment Prevention for Frontline Supervisors—Multi-State Edition](#)

Customization is required.

Employees: By January 1, 2020, employees must receive one hour of training, to be repeated every two years thereafter. Recommended course:

- [Workplace Harassment Prevention for Employees, State of California](#)

Customization is required.

CONNECTICUT

Managers: Two hours of training required. Recommended courses (select one):

- [Workplace Harassment Prevention for Managers—Multi-State Edition](#)
- [Workplace Harassment Prevention for Managers—Multi-State Edition, Version 2.0](#)
- [Workplace Harassment Prevention for Managers—Multi-State Edition, Version 3.0](#)
- [Workplace Harassment Prevention for Frontline Supervisors—Multi-State Edition](#)

Customization is required.

Employees: No specific mandate; any employee course is acceptable.

- [Workplace Harassment Prevention for Employees](#)
- [Workplace Harassment Prevention for Employees, Version 2.0](#)
- [Workplace Harassment Prevention for Employees, Version 3.0](#)

DELAWARE

Managers: By January 1, 2020, managers must receive training, including specific information pertaining to the manager's role, to be repeated every two years thereafter. Recommended course:

- [Workplace Harassment Prevention for Managers, State of Delaware](#)

Employees: By January 1, 2020, employees must receive training, to be repeated every two years thereafter. Recommended course:

- [Workplace Harassment Prevention for Employees, State of Delaware](#)

MAINE

Managers: Training is required. Recommended courses (select one):

- [Workplace Harassment Prevention for Managers—Multi-State Edition](#)
- [Workplace Harassment Prevention for Managers—Multi-State Edition, Version 2.0](#)
- [Workplace Harassment Prevention for Managers—Multi-State Edition, Version 3.0](#)
- [Workplace Harassment Prevention for Frontline Supervisors—Multi-State Edition](#)

Customization is required.

Employees: Training is required. Any employee course is acceptable.

- [Workplace Harassment Prevention for Employees](#)
- [Workplace Harassment Prevention for Employees, Version 2.0](#)
- [Workplace Harassment Prevention for Employees, Version 3.0](#)

Customization is required.

NEW YORK STATE

Managers: Managers must receive training by October 9, 2019. Subsequent training is required annually. Recommended course:

- [Workplace Harassment Prevention for Managers, State of New York](#)

Customization is available but not required.

Employees: Employees must receive training by October 9, 2019. Subsequent training is required annually. Recommended course:

- [Workplace Harassment Prevention for Employees, State of New York](#)

Customization is available but not required.

NEW YORK CITY

Managers: Managers must receive training by April, 2020. Recommended course:

- [Workplace Harassment Prevention for Managers, State of New York and NYC](#)


This course addresses both the New York City and New York State requirements. Customization is recommended.

Employees: Employees must receive training by April, 2020. Recommended course:

- [Workplace Harassment Prevention for Employees, State of New York and NYC](#)


This course addresses both the New York City and New York State requirements. Customization is recommended.




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 866-757-3177