

States with Mandatory Harassment Prevention Training	
California - Applies to employers with 5 or more employees. Training should be done every two years, and within 30 days for new employees, and within 6 months of promotion for newly promoted managers, supervisors and team leaders. One hour for employees, two hours for managers and supervisors. Training needs to be completed by 1/2021. Also must give DFEH brochure upon hire.	
Connecticut - Applies to employers with 3 or more employees. Requires two hours of training to be conducted by February 9, 2021. Training within 6 months of hire and employment. Update every three years and within 6 months of promotion.	
Illinois – applies to all employers. Training to be conducted annually. Also requires information to be given to new hires. Requires restaurants and bars to conduct specific training.	
New York - Requires all employers to conduct one hour of training annually.	
Delaware - Applies to employers with 50 or more employees to conduct two hours of training by 1/2020 and repeated every two years.	
District of Columbia – Training required for tipped employees.	
Michigan - Applies to all employees of Labor Unions and agencies.	
New Jersey – Mandatory for State employees (within 6 months and every two years). Two case decisions have instructed employers to provide training. Pending legislation to require training.	
Maine – Applies to employers with 15 or more employees. Training must occur within the first year of employment. Additional training within 1 year of promotion.	
Washington – Required for motels, hotels, retail, security guard entities, and property services contractors. Required for all state employees, strongly encouraged for private employers.	
States that Recommend Harassment Prevention Training	
Colorado Hawaii (strongly encouraged) Idaho Maryland Massachusetts Oregon	Ohio (strongly encouraged) Rhode Island (within one year, additional training for supervisors/managers) South Dakota Vermont (within one year, additional training for supervisors/managers)
States with Harassment Prevention Training Requirement for Public or State Employees*	
Florida Iowa Kansas Louisiana (state employees one hour each year, additional training for supervisors) Nevada (within 6 months and every two years) New Mexico (primary and secondary education annually) North Carolina (all state employees)	Tennessee (required for state employees) Texas (all state employees within 30 days, every two years) Oklahoma (all state employees who investigate discrimination complaints) Pennsylvania (state agencies) Utah (within 90 days, every three years) Virginia (legislative branch employees every two years)
States with No Specific Requirement*	
Alabama Alaska Arkansas Arizona Georgia Indiana Kentucky Minnesota Mississippi	Missouri Montana Nebraska New Hampshire North Dakota South Carolina West Virginia Wisconsin Wyoming

***Note that the federal EEOC strongly encourages ALL employers to do harassment prevention training.**

DISCLAIMER: This information is provided for instructional purposes only and is believed to be current and correct. Any specific questions should be directed to your employment law attorney.