

U.S. Sexual Harassment Prevention Training

Jurisdiction-by-Jurisdiction Compliance Requirements

Reference Guide for Employers | Current as of 2026

WHY THIS MATTERS: Sexual harassment prevention training is a statutory obligation in a growing number of jurisdictions. Non-compliance exposes your organization to regulatory penalties, litigation risk, and reputational harm. This guide summarizes mandatory training requirements for key U.S. jurisdictions. **Requirements vary significantly by jurisdiction — always verify with qualified legal counsel before implementation.**

Mandatory Training Requirements by Jurisdiction

Jurisdiction	Employer Coverage	Who Must Be Trained	Timing & Frequency	Key Content Requirements
California	5+ employees	Supervisors: 2 hrs. All employees: 1 hr.	Within 6 months of hire/promotion Every 2 years	Interactive format required. Must cover sexual harassment, abusive conduct, remedies, complaint process, and protections for gender identity, gender expression, and sexual orientation.
Connecticut	3+ employees (all staff) All employers (supervisors)	All employees: 2 hrs. Supervisors: 2 hrs. (all employers)	Within 6 months of hire (post-10/1/2019) See CHRO guidance for renewal cycles	"Time's Up Act" requirements: definitions, examples, federal and state law, remedies, and complaint processes.
Delaware	50+ employees in Delaware	All employees Supervisors (additional training)	Within 1 year of hire Within 1 year of becoming supervisor Every 2 years thereafter	Covers illegality, definitions, legal remedies, complaint process, DDOL contact info, anti-retaliation. Supervisors receive additional training on duties and supervisory responsibilities.
Illinois (Statewide)	All employers (no size threshold)	All employees in Illinois	At least annually	Explanation of sexual harassment with examples; summary of federal and Illinois law; employer responsibilities. IDHR model training available. Restaurants/bars: industry-specific training including manager liability and bystander intervention (English and Spanish).
Chicago (City Ordinance)	All Chicago employers regardless of size	All employees: 1 hr./year Supervisors/Managers: 2 hrs./year All employees: 1 hr. bystander training/year	Annually Record-keeping obligations apply	Defines sexual harassment; reporting information; employer duties; bystander intervention strategies. This is in addition to Illinois statewide requirements.
Maine	15+ employees in or doing	All employees Supervisors (additional	Employees: within 1 year of hire	Definition and illegality of sexual harassment, examples, complaint

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	business in Maine	training)	Supervisors: within 1 year of assuming supervisory duties No explicit statutory retraining interval	avenues, anti-retaliation, supervisory responsibilities for preventing and correcting harassment (26 Me. Rev. Stat. § 807).
New York State	All employers (no size threshold)	All employees — including part-time, seasonal, and temporary	Annually	Interactive format required. Must cover definitions, examples, internal and external reporting, state and federal rights and remedies, prohibition on retaliation. NY provides model training employers may use or customize.
New York City	15+ employees (incl. independent contractors working 80+ hrs./year and 90+ days)	All covered employees in NYC	Annually New hires trained promptly	Definitions; examples of prohibited conduct; bystander intervention; supervisory responsibilities; information on filing complaints with NYC Commission on Human Rights and other agencies.
Washington State	Mandatory for specific industries only: hotels/motels, retail, security, and property services (isolated worker protections). Other employers: no statewide mandate but remain fully liable under federal and state law.	All employees and managers in covered industries	Not specified by statute; follows covered industry requirements	Covered employers must provide sexual harassment prevention training, implement a harassment policy, and provide a reporting process with anti-retaliation protections. Key point for clients: absence of a mandate does NOT eliminate employer liability.
Washington, D.C.	Employers with tipped employees (restaurants, hospitality, and similar industries)	All employees, managers, and owners in covered workplaces	Within 90 days of hire Every 2 years thereafter	Training must cover how to prevent harassment, how to respond and intervene, and how to report issues. Employers must maintain a written sexual harassment policy and internal complaint procedures.

Quick-Reference Comparison

Jurisdiction	Size Threshold	Covers Non-Supervisors?	Min. Hours (Employees)	Min. Hours (Supervisors)	Frequency
California	5+	Yes	1 hour	2 hours	Every 2 years
Connecticut	3+ (all); all for supervisors	Yes (3+)	2 hours	2 hours	Per CHRO guidance
Delaware	50+	Yes	Not specified	Additional required	Every 2 years
Illinois	None	Yes	Not specified	Not specified	Annually
Chicago	None	Yes	1 hr. + 1 hr. bystander	2 hrs. + 1 hr. bystander	Annually
Maine	15+	Yes	Not specified	Additional required	Not specified
New York State	None	Yes (all, incl. PT/seasonal)	Not specified	Not specified	Annually
New York City	15+ (incl. contractors)	Yes	Not specified	Not specified	Annually
Washington State	Industry-specific (hotels, retail, security, property svcs)	Yes (covered industries)	Not specified	Not specified	Not specified
Washington, D.C.	Employers with tipped workers	Yes (all employees, mgrs, owners)	Not specified	Not specified	Within 90 days; every 2 years

CORE Compliance Strategy Call

A focused consultation to help your organization evaluate its harassment prevention training obligations, identify potential compliance gaps, and determine practical next steps based on your workforce and operating jurisdictions.

Book a Strategy Call