

Connecticut Sexual Harassment Prevention Training Deadline Extended to January 1, 2021

By Tanya A. Bovée & Russell N. Jarem

September 16, 2020

Meet the Authors



Tanya A. Bovée

(She/Her)

Principal

(860) 522-0404

Tanya.Bovee@jacksonlewis.com



Russell N. Jarem

(He/Him)

Of Counsel

Russell.Jarem@jacksonlewis.com

Related Services

COVID-19

Sexual Harassment

Workplace Training

The Connecticut Commission on Human Rights and Opportunities (CHRO) has extended the deadline to complete sexual harassment training required by the Time's Up Act by 90 days, to January 1, 2021.

The Act requires employers of all sizes to provide sexual harassment training to supervisors by the deadline (or within six months of their assumption of supervisory duties). Employers with at least three employees must provide such training to all other employees, not only supervisors, also by the deadline (or within six months of hire).

Previously, Connecticut state law required employers to complete training of all supervisors and non-supervisors employed as of October 1, 2019, within one year (or by October 1, 2020), but employers could request a 90-day extension if they were unable to complete the training “for reasons relating specifically to the COVID-19 pandemic.” With the extended deadline from CHRO, employers do not have to request permission to get the 90-day extension and will have until January 1, 2021, to complete training their workforce. However, employees who have been hired since October 1, 2019, are still required to be trained within six months.

(For more on the Act, see our articles, [Connecticut Expands Harassment Training and Posting Obligations for Employers](#) and [Connecticut Releases Sexual Harassment Prevention Training Guidance](#).)

Jackson Lewis attorneys offer a [webinar-based program for non-supervisors](#) that satisfies the Connecticut training requirements. Additionally, programs can be designed for supervisors and larger workforces to accommodate training needs during, and after, the pandemic.

Please contact the Jackson Lewis attorney with whom you regularly work if you have any questions.

©2020 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on employment and labor law since 1958, Jackson Lewis P.C.'s 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged and stable, and share our clients' goals to emphasize belonging and respect for the contributions of every employee. For more information, visit <https://www.jacksonlewis.com>.