

Quick Summary Table: Sexual Harassment Training Mandates

State	Mandate Applies To	Frequency	Duration Req.
California	Employers with 5+ employees	Every 2 years	1 hr (staff) / 2 hrs (managers)
Connecticut	Employers with 3+ employees	Periodic (every 10 yrs)	2 hours
Delaware	Employers with 50+ employees	Every 2 years	Unspecified
Illinois	All Employers (1+ employee)	Annually	~1 hour
Maine	Employers with 15+ employees	Within 1 year of hire	Unspecified
New York	All Employers (1+ employee)	Annually	Unspecified
Washington	Retail, Hotel, Security, etc.	Varies by industry	Unspecified

Note: Chicago and **Washington D.C.** also have specific mandates (Chicago requires additional bystander training; D.C. targets tipped employees).

Here is the complete list of states with mandatory sexual harassment training requirements as of 2026, including what is required for the training to be compliant.

1. California

- **Who Must Be Trained:** All employers with **5 or more employees**.
- **Deadline:** Within 6 months of hire (or promotion to supervisor).
- **Frequency:** Every **2 years**.
- **Duration:**
 - **1 hour** for non-supervisory employees.
 - **2 hours** for supervisors/managers.
- **Requirements to Count:**
 - **Interactive:** Must include questions, quizzes, or skill-building activities.
 - **Content:** Must cover definitions of harassment, "abusive conduct" (bullying), and harassment based on gender identity and sexual orientation.
 - **Trainer:** Must be developed/presented by qualified trainers (attorneys, professors, or HR professionals).

2. Connecticut

- **Who Must Be Trained:** All employers with **3 or more employees**. (Note: Supervisors must be trained regardless of company size).
- **Deadline:** Within **6 months** of hire.
- **Frequency:** Supplemental training required every **10 years**.
- **Duration:** Minimum **2 hours**.
- **Requirements to Count:**
 - **Interactive:** Must allow employees to ask questions and receive answers (e.g., live webinar or Q&A link).
 - **Content:** Federal and state statutory provisions, definitions, and victim remedies.

3. Delaware

- **Who Must Be Trained:** Employers with **50 or more employees** in Delaware.

- **Deadline:** Within **1 year** of hire.
- **Frequency:** Every **2 years**.
- **Duration:** Unspecified (must cover required topics).
- **Requirements to Count:**
 - **Interactive:** Yes.
 - **Content:** Illegality of harassment, legal remedies, complaint process, and prohibition of retaliation.
 - **Role-Specific:** Supervisors require specific training on their responsibilities to prevent and correct harassment.

4. Illinois

- **Who Must Be Trained: All Employers** (1 or more employees).
- **Deadline:** Annually.
- **Frequency: Annually.**
- **Duration:** ~1 hour (standard).
- **Requirements to Count:**
 - **Content:** Definition of harassment, examples of prohibited conduct, government legal summary, and remedies.
 - **Restaurant/Bar Industry:** Must provide supplemental industry-specific training (available in English & Spanish).

Chicago Specific Rule:

If you have employees in Chicago, the requirements are stricter:

- **1 hour** Prevention Training (2 hours for managers).
- **PLUS 1 hour** of Bystander Intervention Training for *all* employees.

5. Maine

- **Who Must Be Trained:** Employers with **15 or more employees**.
- **Deadline:** Within **1 year** of hire.

- **Frequency:** Initial training required; retraining is not strictly mandated by statute but is recommended.
- **Requirements to Count:**
 - **Content:** Illegality of harassment, definition, complaint process, and protection against retaliation.
 - **Supervisors:** Additional training on immediate and corrective action.

6. New York (State & City)

- **Who Must Be Trained: All Employers** (1 or more employees).
- **Deadline:** As soon as possible after hire.
- **Frequency: Annually.**
- **Duration:** Unspecified (must be interactive).
- **Requirements to Count:**
 - **Interactive:** Participation required (quizzes, Q&A, feedback survey).
 - **Content:** Explanation of harassment, examples, federal/state/local laws, remedies, and rights of redress.
 - **NYC Specific:** Training in New York City must also cover bystander intervention and the specific NYC complaint process.

7. Washington (State)

- **Who Must Be Trained:** Specific industries with "Isolated Workers" (Hotels, Motels, Retail, Security, Property Services).
- **Requirements to Count:**
 - Adopt a sexual harassment policy.
 - Provide mandatory training on preventing sexual harassment and sexual assault.
 - Provide a **panic button** to isolated workers.

8. District of Columbia (Washington D.C.)

- **Who Must Be Trained:** Employers with **Tipped Employees** (Restaurants, Bars, Hotels with tipped staff).

- **Deadline:** Within 90 days of hire.
- **Frequency:** Every **2 years**.
- **Requirements to Count:** Mandatory for tipped employees, managers, and owners.