



The New York Association of Realty Managers

Government Mandated Compliance Training

New York State & New York City Sexual Harassment Prevention Mandates

As of October 9, 2018 New York State MANDATES that all employers: “shall adopt the model sexual harassment prevention policy or establish a sexual harassment prevention policy to prevent sexual harassment that equals or exceeds the minimum standards provided by such model sexual harassment prevention policy. **Such sexual harassment prevention policy shall be provided to all employees in writing.**”

POLICY <https://www.ny.gov/sites/ny.gov/files/atoms/files/SexualHarassmentPreventionModelPolicy.pdf>

As of Oct 9, 2018 NYS MANDATES: All employees, and employers, complete required training from 10/09/18 - 10/09/18.

- 1) Sexual Harassment (as defined by NYS) is **prevalent in building workplaces.**
- 2) The only part of the law that has a ‘window’ on compliance is the training.
- 3) If supervision hasn’t been trained, how can they comply with the Oct 9, 2018 mandates?
- 4) Supervision who hasn't received mandatory training is not absolved of adhering to the mandates.
- 5) Managers & supervisors **must report any complaint, or any suspected harassment they become aware of NOW.**

WHO Can Be a Target of Sexual Harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, & those employed by companies contracting to provide services in the workplace. A perpetrator of sexual harassment can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

TRAINING SCHEDULE - One training session is required. Each session applies to both staff & management.

NOVEMBER 15th Thursday

- Morning 10:30 to 1:30pm OR • Afternoon 2:30 to 5:30pm

NOVEMBER 27th Tuesday

- Morning 10:30 to 1:30pm OR • Afternoon 2:30 to 5:30pm

DECEMBER 4th Tuesday

- Morning 10:30 to 1:30pm OR • Afternoon 2:30 to 5:30pm

DECEMBER 12th Wednesday

- Morning 10:30 to 1:30pm OR • Afternoon 2:30 to 5:30pm

TRAINING LOCATION Pearl Studios, 500 Eighth Ave, at West 35th St, NYC

INSTRUCTORS All Trainings will have two instructors.

- **Rachel Demarest Gold, Esq.,** Partner, Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara, Wolf & Carone, LLP
Ms. Gold is a distinguished NYS labor law & government policy attorney. Bio https://www.abramslaw.com/rachel_gold_attorney_profile_id_1141
- **Margie Russell** A prominent trainer in building management issues in NYC and NYS. During Ms. Russell’s 30 year+ real estate management career, she has dedicated - tens of thousands of hours - teaching and, creating curriculum for those employed in building management. Bio www.linkedin.com/in/margierussell/

NYARM’s Gold Standard Training Includes:

- 1) **Documentation** will be provided to each successful trainee as proof of completion.
- 2) Training **compliant with all** requirements of NYS laws and, with NYC laws that are presently in effect
- 3) If NYC updates their rules in 2019, NYARM will offer **additional NYC addendum trainings in 2019 at no cost \$0** for each previously NYARM trained individual
- 4) **NYARM’s Training is CUSTOMIZED for the Building Management Industry - New York State Requires that training..... should be modified to reflect the work of the organization by industry specific scenarios.**

RSVP mrussell@nyarm.com
\$190 per person 100 or more
\$200 per person for 30 - 100
\$225 per person for 15 - 29
\$250 per person for 14 - 1
GROUP DISCOUNT allow trainees to attend individually to suit schedules.