



The New York Association of Realty Managers

Government Mandated Compliance Training

New York State & New York City Sexual Harassment Prevention Mandates

This training is geared to the following industries and includes specific examples for each as per New York State training requirements: **BUILDING & FACILITY MANAGEMENT; CONSTRUCTION SITE MANAGEMENT; TRADE ASSOCIATIONS & CLUB MANAGEMENT; HOSPITALITY and, their BOARDS, PARTNERSHIP GROUPS & OWNERS.**

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

Effective October 9, 2018 NYS MANDATES new policy and procedures for all employers and employees in the handling of various types of workplace harassment and discrimination.

- 1] Sexual Harassment (as defined by NYS) **IS** prevalent in building & facility workplaces.
- 2] The only part of the law that has an extended compliance-window (October 9, 2019) is mandatory training.
- 3] Supervision who has not received the training is not absolved of adhering to the effective law's mandates.
- 4] Managers & Supervisors as of **Oct 9, 2018 MUST** report any complaints or suspected harassment.
- 5] If supervision hasn't been trained, how can they know how to comply with the Oct. 9, 2018 mandates?

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 session is required each year. **3 hour session applies to staff & management.**

Feb 27 Wed 6:30 to 9:30pm

Mar 5 Tues 6:30 to 9:30pm

Mar 7 Thurs 10:30am to 1:30pm

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

INSTRUCTORS All Trainings will have a primary instructor and an industry specialist.

1] 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. She was Special Counsel and Deputy Commissioner for Legislation, Policy and Federal Affairs at the New York State – Department of Labor. Prior to that as Assistant Attorney General for New York State she developed statewide Continuing Legal Education and Labor Bureau outreach & workshop programs.

Bio https://www.abramslaw.com/rachel_gold_attorney_profile_id_1141

2] Margie Russell, Executive Director of the New York Association of Realty Managers, the industry specialist for this training is a prominent trainer in building management focusing on NYC and NYS issues and uniqueness's. During a 35 year real estate management career, she has dedicated - tens of thousands of hours - teaching and creating building management curriculum.

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 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 to each previously NYARM trained individual.
- 4) NYARM's Training is CUSTOMIZED for the Real Estate, Hospitality and Building Management Industry - *New York State Requires that training..... should be modified to reflect the work of the organization by industry specific scenarios.*

QUESTIONS? Email, text, call Margie Russell mrussell@nyarm.com **M 516.456.0313 O 212.216.0654**

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