SHIFT HR COMPLIANCE TRAINING

U.S. Training Mandates Guide

Sexual Harassment

Location	Mandate	Who	Deadline	Frequency	Length
Callfornia	SB 1343 AB 1825	All employees (including seasonal/temporary)	Within 6 months	Every 2 years	Supervisors 2 hrs; Employees 1 hr
Connecticut	Public Act No. 19-16 & 19-17	All employees & supervisors	Within 6 months	Periodically but not less than every 10 years	Supervisors & Employees 2 hrs
Chicago	CHRO 6-10-040	All employees (including independent contractors, consultants, gig workers)	Not defined	Every year	Supervisors 2 hrs; Employees 1 hr
Delaware	DDEA HB 360	All employees (except independent contractors or those who work less than 6 months continuously)	Within 1 year	Every 2 years	Not defined
Illinois	IHRA Public Act 101-0221	All employees (including part-time, temporary, and interns; and those working outside IL but consistently engage with colleagues in IL, whether or not they ever enter the state)	Not defined	Every year	Not defined
Maine	MHRA Title 26 807	All employees	Within 1 year	Not defined	Not defined
New York	Section 201-g of the NY Labor Law	All employees (including part-time, seasonal, temporary)	As soon as possible	Every year	Not defined
NYC	Local Law 96	All employees who work in NYC or interact with NYC employees (including independent contractors, interns, work 80+ hours or 90 days/year)	By 90 days of hire or more than 80 hours	Every year	Not defined
Washington	WLAD RCW 49.60	All employees who work at a hotel & motel, retail, security guard entities, and property service contractors	As soon as possible	Not defined	Not defined

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Workplace Violence

Location	Mandate	Who	Deadline	Frequency	Length
Callfornia	SB 553	All employees (including seasonal/temporary)	Upon hire	Every year	Not defined
New York	RWSA NY SB S8358A	All retail employees	Upon hire	Every year for large retail employers; every other year for employers with less than 50 employees	Not defined

Bystander Intervention

Location	Mandate	Who	Deadline	Frequency	Length
Chicago	CHRO 6-10-040	All employees (including contractors, consultants, gig workers, independent contractors)	Not defined	Every year	Supervisors & Employees 1 hr