STATE OF NEW YORK

5195

2021-2022 Regular Sessions

IN ASSEMBLY

February 11, 2021

Introduced by M. of A. PAULIN, COOK, ENGLEBRIGHT, WILLIAMS, HYNDMAN, M. MILLER, BYRNE, WEPRIN, GOTTFRIED, DICKENS, SIMON, GALEF, BARRON, LAVINE, J. RIVERA, BICHOTTE HERMELYN, SEAWRIGHT -- read once and referred to the Committee on Higher Education

AN ACT to amend the education law, in relation to sexual harassment training for certain colleges or universities in New York state

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The education law is amended by adding a new article 129-C to read as follows:

ARTICLE 129-C

SEXUAL HARASSMENT TRAINING

Section 6450. Sexual harassment training.

§ 6450. Sexual harassment training. 1. For purposes of this section, "institution" shall mean any college or university chartered by the regents or incorporated by special act of the legislature that maintains a campus in New York.

2. Every institution shall require all employees who are likely to interact or come into contact with students to undergo a training program in sexual harassment. Such training program shall be approved by the department. The training program may be developed by a federal, state, or non-profit organization, and may be incorporated as part of the institution's existing training programs or may be provided by organizations or providers identified by the department.

3. The department shall make available no more than six months after the effective date of this section a list of approved sexual harassment training programs for use by institutions.

4. Training shall take place on the premises of the institution and shall be considered compensable time.

5. Every institution shall maintain records indicating that each employee required to undergo an approved sexual harassment training

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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program pursuant to this section has completed such training. Such records shall be kept on file by the institution for the period during which the employee is employed by the institution and for one year after such employment ends.

§ 2. This act shall take effect on the one hundred eightieth day after it shall have become a law. Effective immediately, the addition, amendment and/or repeal of any rule or regulation necessary for the implementation of this act on its effective date are authorized to be made and completed by the commissioner of education on or before such effective date.