

STATE COMPLIANCE · TRAINING COMPLIANCE

The 2026 Multi-State Harassment Training Mandate Map

A side-by-side breakdown of all mandate jurisdictions, thresholds, durations, frequencies, content, recordkeeping, and penalties. One document for the multi-state HR practitioner who needs a map, not eleven.

STATE COMPLIANCE

TRAINING COMPLIANCE

HARASSMENT PREVENTION

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ONE NUMBER TO REMEMBER: THREE

Only three jurisdictions set a specific training *duration* in statute: California, Connecticut, and Chicago. Everywhere else the law specifies *content*, not minutes. If a vendor quotes you a required 'length' for New York or Delaware, ask them for the citation. This guide states a duration only where the law actually sets one.

01 • Landscape

The 2026 landscape

Harassment-training obligations in the United States are set almost entirely at the state and local level. In 2026 that reality became sharper: on January 22, 2026, the EEOC rescinded its 2024 Enforcement Guidance on Harassment, removing a federal reference point and leaving state mandates as the primary regulatory framework employers actually have to follow.

For an employer operating in one state, this is a checklist. For an employer in several states, it is a moving target: eleven jurisdictions with different thresholds, different audiences, different frequencies, and, in three of them, different mandated durations. The sections that follow lay them side by side.

WHAT THE EEOC RESCISSION DID AND DIDN'T DO

It withdrew interpretive federal guidance. It did **not** repeal Title VII, overturn *Bostock*, or touch any state training mandate. Every state requirement in this guide remains in force. If anything, state law is now the more demanding standard for most employers.

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Jurisdictions with a training mandate (incl. two industry-specific)

5

States that recommend training and effectively reward it in the affirmative defense

3

Jurisdictions that set a specific duration: CA, CT, Chicago

02 · At a Glance

The mandate map at a glance

TRAINING MANDATED

- California
- New York
- NYC
- Illinois
- Chicago
- Connecticut
- Delaware
- Maine
- Washington*
- Washington D.C.*

*WA and D.C. mandates are industry-specific (isolated workers; tipped-wage workplaces).

TRAINING RECOMMENDED

- Colorado
- Massachusetts
- Rhode Island
- Vermont
- Oregon

Policy is generally required; training is encouraged and supports the affirmative defense.

NO MANDATE

- Texas
- Most other states

No training rule, but Texas SB 45 expands liability to all employers. Training is the de facto defense.

CORE TRAINING REQUIREMENTS BY JURISDICTION

Jurisdiction	Covered employer	Who trains	Frequency	Duration	New-hire deadline
California	5+ employees	All staff + supervisors	Every 2 years	1 hr staff / 2 hr supervisors	Within 6 months
New York State	All (1+)	All employees	Annual	Not set by statute	As soon as possible
New York City	15+ employees	Employees >80 hrs/yr & ≥90 days	Annual	Not set (interactive)	As soon as possible
Illinois	All (1+)	All employees	Annual	Not set (IDHR model)	By Dec 31 of hire year
Chicago	All (1+)	Staff + supervisors	Annual	2 hr staff / 3 hr supervisors*	Annual cycle (Jul–Jun)
Connecticut	3+ (supervisors: any size)	All employees + supervisors	Once + refresh ≥ every 10 yrs	2 hours	Within 6 months
Delaware	50+ employees	All staff + supervisors	Every 2 years	Not set by statute	Within 1 year

Table continues on the next page with Maine, Washington, and Washington D.C.

CORE TRAINING REQUIREMENTS BY JURISDICTION (CONTINUED)

Jurisdiction	Covered employer	Who trains	Frequency	Duration	New-hire deadline
Maine	15+ employees	New employees + supervisors	Once (onboarding)	Not set by statute	Within 1 year
Washington*	Hospitality/retail/security w/ isolated workers	Managers, supervisors, isolated employees	Not set by statute	Not set by statute	Not set by statute
Washington D.C.*	Tipped-wage employers (1+)	Owners, managers, employees	Every 2 years	Not set by statute	Within 90 days

*Washington and D.C. mandates apply to specific industries (isolated workers under RCW 49.60.515; tipped-wage workplaces under the Tipped Wage Workers Fairness Act). Chicago's 3-hour supervisor requirement includes a 1-hour bystander-intervention component.

"Not set by statute" means the law specifies content and interactivity but does not fix a minute/hour figure, do not publish one.

O3 · Detail

Mandatory jurisdictions, in detail

Key facts per jurisdiction. Statutory citations are provided so your counsel can go straight to the primary source.

California

Gov. Code §12950.1 (FEHA); AB 1825 / SB 1343

Covered	Employers with 5+ employees (count includes out-of-state staff, contractors, interns, volunteers; only CA-based employees must be trained).
Who trains	Nonsupervisory and supervisory employees.
Frequency	Every two years.
Duration	1 hour (staff), 2 hours (supervisors); must be effective, interactive training.
New hires	Within 6 months of hire/promotion; seasonal/temp under 6 months within 30 days or 100 hours worked.

New York State

Labor Law §201-g

Covered	All employers (1+ employee).
Who trains	All employees.
Frequency	Annually.
Duration	Not set by statute, content-based (6 minimum standards). Do not rely on a fixed minute figure.
New hires	State guidance says as soon as possible; the 90-day/80-hour rule is NYC, not state.

New York City

Local Law 96; NYC Admin. Code §8-107(30)

Covered	Employers with 15+ employees (independent contractors count toward 15).
Who trains	Employees who work >80 hours/year and at least 90 days; includes managers.
Frequency	Annually.
Duration	Not set by statute; must be interactive. Must cover bystander intervention.
New hires	As soon as reasonably possible; keep signed acknowledgment ≥3 years.

Illinois

775 ILCS 5/2-109 (Workplace Transparency Act)

Covered	All employers with employees in Illinois (even one).
Who trains	All employees; restaurants/bars add supplemental training (§2-110).
Frequency	Annually.

Duration Not set by statute; free ADHR model training available.

New hires As soon as possible, no later than Dec 31 of the year hired.

Chicago

Municipal Code §6-10-040

Covered	All employers with ≥1 employee working in Chicago.
Who trains	All employees and supervisors/managers.
Frequency	Annually (Jul 1–Jun 30 cycle).
Duration	Employees: 1 hr prevention + 1 hr bystander (2 hrs). Supervisors: 2 hr prevention + 1 hr bystander (3 hrs).
New hires	Written policy in the employee's primary language within the first calendar week.

Connecticut

Time's Up Act, P.A. 19-16 & 19-93; Conn. Gen. Stat. §46a-54

Covered	3+ employees must train all employees; employers under 3 must still train supervisors.
Who trains	All employees (3+); supervisors regardless of size.
Frequency	One-time 2-hour training; supplemental at least every 10 years.
Duration	2 hours.
New hires	Within 6 months of start.

Delaware

19 Del. C. §711A

Covered	50+ employees for training (info-sheet distribution applies at 4+).
Who trains	All employees plus additional supervisor training; excludes applicants, contractors, those employed under 6 months.
Frequency	Every two years.
Duration	Not set by statute (interactive training and education).
New hires	Within 1 year of commencement.

Maine

26 M.R.S. §807

Covered	15+ employees for training (poster + annual written notice apply to all).
Who trains	All new employees plus additional supervisor training.
Frequency	Once, at onboarding (no statutory recurring interval).
Duration	Not set by statute; must use the DOL compliance checklist.
New hires	Within 1 year of commencement.

Washington (isolated workers)

RCW 49.60.515 (amended by HB 1524, 2025)

Covered	Hotel, motel, retail, security-guard, and property-services employers with at least one isolated employee.
Who trains	Managers, supervisors, and isolated employees (work ≥50% of hours alone).
Frequency	Not numerically specified in statute.
Duration	Not set by statute. Also requires a written policy, resource list, and a panic button per isolated employee.
New hires	Not set by statute; enforced by L&I with anti-retaliation protections.

Washington D.C. (tipped)

D.C. Law 22-196; D.C. Code §2-1411.05a

Covered	Any DC employer with 1+ tipped employee (restaurants, hotels, bars, etc.).
Who trains	Owners, operators, managers, and employees; delivered by an OHR-certified trainer.
Frequency	Every two years (biennial).
Duration	Not set by statute. Employer files a compliance report and annual policy with OHR.
New hires	Within 90 days of hire (unless trained within the prior 2 years).

O4 · Enforcement

Recordkeeping & penalties

Most jurisdictions do not fine you a flat sum for skipping training, instead, missing training undercuts your defense and compounds the exposure of the underlying harassment claim. Where a specific penalty exists, it is noted below.

RECORDKEEPING AND PENALTY SUMMARY

Jurisdiction	Recordkeeping	Penalty for non-compliance
California	Keep records ≥2 years (rosters, certificates, materials)	No standalone fine; CRD may seek a court order; failure undercuts the FEHA “reasonable steps” defense
New York State	No fixed statutory retention (best practice: retain)	No training-specific fine; exposure via investigation and litigation
New York City	Records incl. signed acknowledgment ≥3 years	No training-specific penalty; NYCHRL up to \$125,000 per violation (\$250,000 if willful)
Illinois	Retain certificate/acknowledgment/sign-in for IDHR	Tiered: up to \$1,000 / \$3,000 / \$5,000 (4+ employees), lower for <4
Chicago	Policy + per-employee records ≥5 years	\$500–\$1,000 per offense; each day is a separate offense
Connecticut	Retention encouraged (≥1 year or until complaint resolved)	Up to \$750 for posting/training non-compliance
Delaware	No explicit statutory retention mandate	No dedicated fine for failure to train
Maine	Statutory (§807(4)): keep records ≥3 years	Flat fines: \$1,000 / \$2,500 / \$5,000 (1st / 2nd / 3rd+)
Washington	Document training; provide to L&I on request	\$1,000 per willful violation; \$2,000–\$10,000 repeat willful
Washington D.C.	File compliance report within 30 business days; annual policy filing	Enforced via OHR / DCHRA; individuals may file within 1 year

THE REAL PENALTY IS THE LOST DEFENSE

Even where the statutory fine is small or nonexistent, the meaningful cost of skipping training is what it does to your affirmative defense. A missing training roster is a gap in the ‘reasonable care’ element, the difference between a defensible case and a strict-liability one.

O5 · Recommended

States that recommend training

Five states stop short of a training mandate but require a written policy and clearly favor employers who train. In each, training is the practical foundation of the affirmative defense even without a statutory requirement.

State	Citation	What's required vs. recommended
Colorado	POWR Act, C.R.S. §24-34-402	No training mandate; a communicated prevention program underpins the affirmative defense
Massachusetts	M.G.L. c.151B §3A	Written policy required for 6+; training encouraged (new hires within 1 year; supervisors)
Rhode Island	R.I. Gen. Laws §28-51-2	Written-policy distribution required; training encouraged for employers of 50+
Vermont	21 V.S.A. §495h	Written policy required for all; training encouraged (new hires within 1 year + annual program)
Oregon	Workplace Fairness Act, SB 726	Written anti-harassment policy required; no training mandate

O6 · Texas

No mandate, expanded liability

Texas has no harassment-training mandate for private employers. It also has some of the broadest employer exposure in the country, a combination that makes training a strategic decision rather than a compliance checkbox.

Under Senate Bill 45 (2021), the definition of “employer” for sexual-harassment claims was expanded to cover any employer with **one or more employees**, individuals face **potential personal liability** (Texas courts are still defining its scope), and employers must take **“immediate and appropriate corrective action.”** With no statutory training safe harbor, a documented training program becomes the de facto defense.

GO DEEPER

empathiHR’s **Texas SB 45 Compliance Brief** covers the statute, the heightened standard, individual liability, and the 300-day filing window in full. Texas employers should read the two guides together.

07 • Apply It

The multi-state playbook

You do not need eleven training programs. You need one program built to the strictest common denominator, deployed consistently, and documented everywhere. Here is the approach empathiHR uses.

1 Train to the highest bar, everywhere

Adopt interactive, role-specific training that meets the strictest applicable rules (California and Connecticut duration; Chicago's bystander hour). A program that clears those clears nearly all others.

2 Standardize frequency to annual

Several states require annual training; some allow longer. Running everyone annually satisfies the strictest cadence and simplifies tracking, one calendar, one process.

3 Localize content, not the whole program

Layer in jurisdiction-specific content (NYC/Chicago bystander intervention, state complaint contacts, state definitions) on top of a common core, so the base program stays consistent.

4 Capture the records the same way in every state

Rosters, dates, content versions, and acknowledgments, retained to the longest applicable period (Chicago's 5 years is a safe default). Consistent records are what prove compliance and reasonable care.

5 Re-verify annually

These laws change often. Review thresholds, durations, and new jurisdictions each year with counsel, or let empathiHR maintain it as part of the program.

MAKE THE MAP A PROGRAM

empathiHR delivers state-compliant training, tracks completion, and keeps the documentation current as the law shifts. Schedule a compliance assessment to map your obligations across every state you operate in.

Schedule a compliance assessment · 866.240.6618 · empathihr.com

Important

About this guide

Educational information, not legal advice. This guide is provided by empathiHR for general educational purposes. It is not legal advice and does not create an attorney–client or consultant–client relationship. Employment law changes frequently and varies by jurisdiction, industry, and the specific facts of each situation.

Training laws change frequently and several figures in this guide are set by regulation or agency guidance rather than statute. Re–verify thresholds, durations, and deadlines against the primary source for each jurisdiction before relying on them. Before acting on anything in this guide, review your policies, programs, and specific circumstances with qualified employment counsel. empathiHR works alongside your legal counsel to build and maintain the operational program described here.

Case citations, statutes, and figures were current as of the update date on the cover and should be re–verified against primary sources before you rely on them. Where the law is unsettled or a figure is not fixed by statute, this guide says so.



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