

## Sexual Harassment Policies and Employee Training

New York State has made mandatory that any workplace with employees must have a policy regarding sexual harassment and annual training for all employees. *This includes religious institutions.* For our scattered family, please visit your own state websites for guidance. Even if it is not mandatory, however, it is highly recommended that your church include this policy and training for members of the congregation as well as employees.

- For information and resources, including sample trainings, click here: <https://www.ny.gov/combating-sexual-harassment-workplace/employers>
- For an article that provides more detail, click here: <https://www.lawandtheworkplace.com/2018/10/new-york-state-issues-final-guidance-on-sexual-harassment-policy-and-training-requirements-in-advance-of-october-9-effective-date/>
- For an article regarding what does and does not apply to churches and religious communities, click here: <https://www.nyac.com/blogdetail/12012357>
- ABCRGR adopted a sexual harassment policy in 2009 and it is included in the personnel manual which covers region staff. You may use this as a sample document in creating your own church policy. Click the Personnel Policies Sample link below to download the document.