

COMPLIANCE REFERENCE

The 50-State Harassment Training *Compliance Map.*

Updated for 2026 — a working reference for small business owners and HR coordinators with employees in more than one state.



HOW TO USE THIS REFERENCE

A working document, not a legal opinion.




Six states currently mandate harassment-prevention training. The other forty-four don't — but documented training is still your strongest defense in a claim. This reference lays out both, side by side.

What's inside

- 01 The Compliance Map**
A one-page visual of every U.S. state, color-coded by mandate status, with a quick-reference table for the six mandate states.
- 02 State-by-state detail**
For each mandate state — statutory citation, employee threshold, training interval, format requirements, required content, and penalties.
- 03 Multi-state & remote employees**
Which state's rules apply when an employee works across state lines or from home. The answer is rarely the headquarters state.
- 04 Training as legal defense**
Why documented training matters in the forty-four non-mandate states — and how courts and the EEOC weigh it.

Reading the map

COLOR & PATTERN KEY

-  **Amber — mandate state**
Statute requires harassment-prevention training above a defined employee threshold. CA, NY, CT, DE, IL, ME.
-  **Neutral — no state mandate**
No statewide statutory mandate. Training is recommended best practice and remains a strong legal defense.
-  **Dotted — local jurisdiction adds requirements**
A city or county within the state imposes additional training requirements on top of state law (e.g., New York City).

PLAIN ENGLISH

You don't need to become an HR expert. You need one in your corner — and a working map of where the rules differ.

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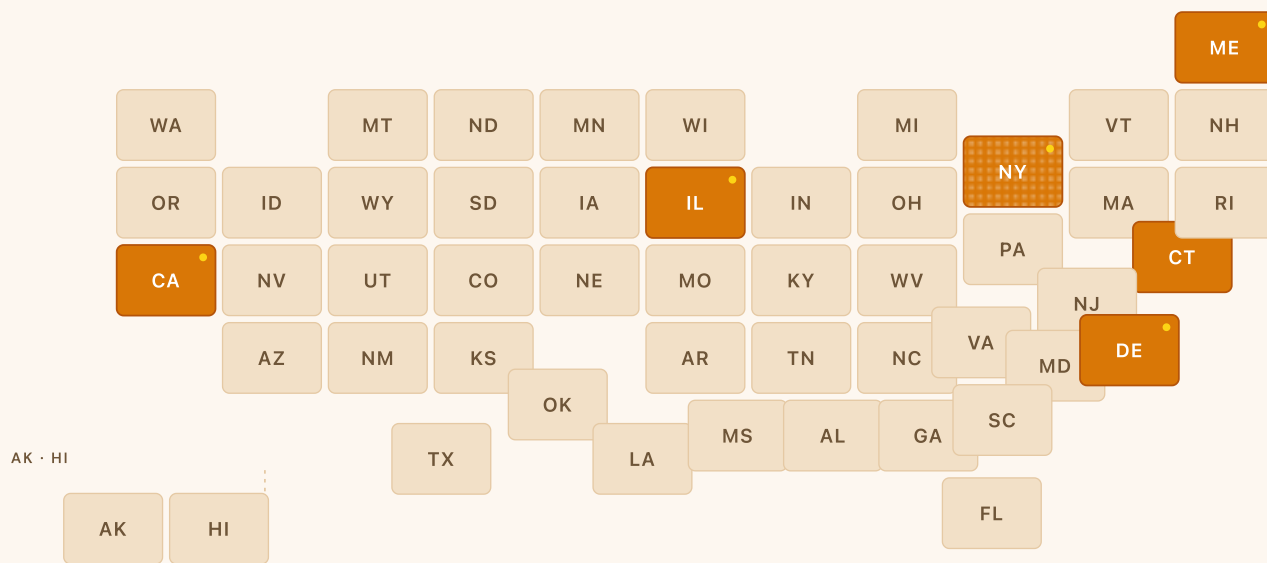
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THE 50-STATE COMPLIANCE MAP

Six states mandate it. Forty-four don't. Here's where you stand.

Harassment-prevention training mandates · 2026

SOURCE: STATE LABOR DEPARTMENT REGULATIONS



Mandate state (6)
 + Local-jurisdiction additions
 No state mandate (44)

STATE	MANDATE	THRESHOLD	RENEWAL	FORMAT
CA California	YES	5+ employees	Every 2 years	Interactive · 2 hr supervisor / 1 hr employee
NY New York	YES	1+ employees	Annually	Interactive · NYS DOL model or equivalent
+ New York City	+ LOCAL	15+ employees in NYC	Annually	Adds bystander-intervention content
CT Connecticut	YES	Supervisors at all employers; non-supervisory at 3+	Every 10 yrs	Interactive · CGS § 46a-54
DE Delaware	YES	50+ employees	Every 2 years	Interactive
IL Illinois	YES	All employers	Annually	IDHR model or equiv. + industry add-on (food / bar / hotel)
ME Maine	YES	15+ employees	Within 1 yr of hire	Interactive
Other 44 states	—	n/a	Recommended	Documented training remains a strong legal defense

STATE-BY-STATE DETAIL

The six mandate states, in detail.

For each mandate state below: the controlling statute, the employee threshold that triggers it, the renewal cadence, format requirements, the topical content the statute requires, and penalties for non-compliance.

CA California		CAL. GOV'T CODE § 12950.1 (FEHA)	
THRESHOLD 5+ employees	RENEWAL Every 2 years · within 6 mo of hire/promotion	TIERS 2 hr supervisor · 1 hr non-supervisory	
FORMAT	Interactive, classroom, e-learning, or live webinar. Self-paced video alone is insufficient — learners must be able to ask questions.		
REQUIRED CONTENT	Definitions of harassment under FEHA, abusive conduct, gender identity / expression / sexual orientation, prevention strategies, supervisor obligations, and remedies.		
PENALTY	DFEH may order compliance; failure factors into wrongful-termination and harassment-claim damages.		
NOTE	Includes seasonal and temporary workers in the count; out-of-state employees of CA-based employers are covered if working in CA > 5% of time.		
NY New York		N.Y. LAB. LAW § 201-G	
THRESHOLD 1+ employees (all employers)	RENEWAL Annually · all employees	TIERS Single track — all employees	
FORMAT	Interactive per NYS DOL model or substantially equivalent. Must include questions, accommodations, and a feedback mechanism.		
REQUIRED CONTENT	State and federal law overview, examples of unlawful harassment, retaliation prohibitions, internal/external complaint processes, and supervisor liability.		
PENALTY	No standalone fine; non-compliance is admissible against the employer in any subsequent harassment claim.		
+ NYC New York City — local addition		NYC STOP SEXUAL HARASSMENT ACT · NYCHRL	
TRIGGERS WHEN	Employer has 15+ employees who work in NYC at least part of the time, including independent contractors who have worked > 90 days and > 80 hours.		
ADDS	Bystander-intervention training, NYC-specific complaint processes (NYC Commission on Human Rights), and information on retaliation under NYCHRL.		
CT Connecticut		CONN. GEN. STAT. § 46A-54(15)(B) — "TIME'S UP ACT"	
THRESHOLD Supervisors: all employers · Non-supervisory: 3+ employees	RENEWAL Every 10 years · within 6 mo of hire	DURATION 2 hours, both tiers	
FORMAT	Interactive. CHRO offers a free online module that satisfies the requirement; equivalent third-party training is acceptable.		
REQUIRED CONTENT	Federal & CT statutes, definitions, examples, complaint procedures, retaliation protections, and remedies available.		
PENALTY	CHRO may impose fines up to \$1,000 per violation and require posting of a non-compliance notice.		

STATE-BY-STATE DETAIL · CONTINUED

Delaware, Illinois, Maine.

DE Delaware

19 DEL. C. § 711A — DISCRIMINATION IN EMPLOYMENT ACT

THRESHOLD	RENEWAL	TIERS
50+ employees in DE	Every 2 years	All employees · supervisors get expanded version
FORMAT	Interactive. Initial training within 1 year of hire (or within 1 year of becoming a supervisor); refresher every 2 years.	
REQUIRED CONTENT	Definition of sexual harassment, illegality under state and federal law, types and examples, complaint process, retaliation protections, and supervisor obligation to report.	
PENALTY	Department of Labor may impose civil penalties; non-compliance is evidence in any harassment-claim litigation.	

IL Illinois

775 ILCS 5/2-109(B) — WORKPLACE TRANSPARENCY ACT

THRESHOLD	RENEWAL	INDUSTRY ADD-ON
All employers (1+ employees)	Annually	Restaurants, bars, hotels, casinos
FORMAT	Interactive per IDHR (Illinois Dept. of Human Rights) model or substantially equivalent.	
REQUIRED CONTENT	IL Human Rights Act overview, definitions, conduct examples, supervisor responsibilities, federal & state remedies, and an explanation of unlawful retaliation.	
INDUSTRY ADD-ON	Restaurants & bars must additionally provide a sector-specific supplement under 775 ILCS 5/2-110, with separate English/Spanish modules and an annual written sexual-harassment policy distribution.	
PENALTY	\$500 per violation (employers < 4) up to \$5,000 (employers 4+) per offense; doubled for repeat violations within 3 years.	

ME Maine

26 M.R.S. § 807 — SEXUAL HARASSMENT EDUCATION & TRAINING

THRESHOLD	RENEWAL	TIERS
15+ employees	Within 1 year of hire	All employees · expanded for supervisors
FORMAT	Interactive. Maine Department of Labor publishes an outline; equivalent third-party training acceptable. No fixed re-training cadence beyond initial.	
REQUIRED CONTENT	Illegality of sexual harassment, definition under Maine Human Rights Act, examples, complaint process (internal & MHRC), retaliation prohibition, and supervisor-specific obligations.	
PENALTY	Civil penalty up to \$1,000 per violation; failure becomes evidence under MHRA enforcement.	
NOTE	Employers must also post a workplace harassment notice and provide a written annual policy reminder to all employees, regardless of size.	

MULTI-STATE & REMOTE EMPLOYEES

Where the employee works decides which rules apply.

If your company is headquartered in Texas but you have one employee in California and three in New York — you owe California training to the California employee and New York training to the New York employees. Texas rules don't override either.

THE PRINCIPLE

Common scenarios, settled.

SCENARIO 01

Fully remote, lives in a mandate state.

Employee is hired by a TX employer but works full-time from her home in San Francisco. **California rules apply.** She must receive California-compliant training (1 hr non-supervisory, every 2 years). The employer counts toward CA's 5+ threshold based on total CA-resident employees.

SCENARIO 02

Hybrid across two states.

Employee splits time between an NJ home office and an NY office, roughly 50/50. **Train to the higher-bar state's standard** — here, New York annual training. As a rule of thumb, when in doubt, train to the most demanding jurisdiction the employee touches.

SCENARIO 03

Traveling sales rep.

Rep is based in Ohio but covers IL, IN, KY, and TN. **Illinois rules apply** if the rep regularly works in Illinois (annual training, IDHR model). Occasional travel through a state generally doesn't trigger that state's mandate.

SCENARIO 04

One employee in NYC, headquartered elsewhere.

If your company has 15+ total employees and at least one works in NYC, the **NYC Stop Sexual Harassment Act applies to that employee** — annual training plus bystander-intervention content — even though your other 14 are in non-mandate states.

Edge cases worth flagging.

- ✘ **Independent contractors** — usually outside training mandates, but NYC and CA both extend coverage to long-term contractors. Don't assume 1099 status excludes them.
- ✘ **Out-of-state hires who later relocate** — re-train to the new state's standard within 90 days of relocation; this is best practice and required in CA and IL.

WHY TRAINING MATTERS IN NON-MANDATE STATES

In a claim, the documented training is the defense.

Even where state law doesn't require it, harassment-prevention training is admissible — and decisive — evidence under the federal *Faragher / Ellerth* affirmative defense. Employers who can show a documented training program and a workable complaint process avoid vicarious liability for supervisor harassment in most cases where no tangible employment action occurred.

81^k

Workplace harassment charges filed with the EEOC in FY 2024.

EEOC ENFORCEMENT & LITIGATION STATISTICS

\$70^k

Average defense cost — single-plaintiff harassment claim, through summary judgment.

EPLI CARRIER LOSS DATA, 2024

2^x

Documented training cuts settlement values roughly in half in single-plaintiff cases.

EPLI CARRIER UNDERWRITING GUIDANCE

The Faragher / Ellerth defense, in plain English.

If a supervisor harasses an employee but no firing, demotion, or pay cut follows, the employer can avoid vicarious liability by proving two things: **(1)** it took reasonable steps to prevent and correct harassment, and **(2)** the employee unreasonably failed to use the corrective process available.

"Reasonable steps" is exactly where documented training shows up in court — alongside the written policy and a working complaint procedure.

What "documented" actually means.

A defensible training record contains four things: **who** attended, **when** they attended, **what** content was covered, and **proof** the employee acknowledged it (signature, e-signature, or LMS completion record). Calendar invites and verbal briefings don't qualify.

Retain records for the duration of employment plus three years. Most states' statutes of limitations on harassment claims run 180–300 days from the last act, but retaliation and pattern claims can reach further back.

THE TAKEAWAY

Training in a non-mandate state isn't optional — it's the cheapest insurance you'll buy. The cost of running it is roughly 1% of the cost of defending one claim without it.

— NEED TRAINING THAT MEETS ALL 6 STATES?

It's **\$24/month**. No contracts. *Cancel anytime.*

AllMyHR Professional Membership includes state-specific harassment training for all six mandate states — plus the rest of the safety net you need to stop juggling HR on your own.

- ✓ **Harassment training · all 6 mandate states**
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- ✓ **350+ training courses**
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