**Training Title: Delaware’s New Sexual Harassment Law**

**Presented by: G. Kevin Fasic, Esquire**

Principal Attorney for Offit/Kurman

**Meeting Location:   Date:** Tuesday, February 19, 2019

Dover Downs Hotel and Casino **Timeframe:**

Festival Buffet Restaurant Meeting Room **Networking**   8:00 – 8:15 AM  
1131 North DuPont Highway **Dinner**        8:15 – 8:45 AM  
Dover, DE 19901 **Program**    8:45 – 10:00 AM

**Agenda:**

**Welcome from President**

**Overview of SHRM/Chapter Purpose**

**Announcements**

**Introductions**

**Evening Presentation:**

Delaware has become the fifth state to pass a state statute requiring sexual harassment training, joining California, Connecticut, Maine, and New York. On August 29, 2018, Delaware Governor John Carney signed into law HB 360, which amends the Delaware Discrimination in Employment Act (DDEA). Among other things, the law, which became effective on **January 1, 2019**, requires certain action on the part of employers.

This presentation will answer some of the most common questions that employers and HR professionals are asking so they can comply with legal requirements *and* rights of their employees. Some of the key topics will be:

* **What are the basics about the new sexual harassment law?**
* **What should employers know about the Delaware Department of Labor posting?**
* **Who is protected by the new sexual harassment law?**
* **Which employers must provide sexual harassment training?**
* **Who must receive the sexual harassment training?**
* **What are the Training Deadlines?**
* **What must the training cover?**
* **How can an employer avoid liability?**
* **What are those key deadlines again?**

**Questions & Answer**

**Final Comments & Adjournment (1.25 certification credits)**