

Resolution Submission Form

MEETING OF: OCTOBER 25, 2018 RESOLUTION NO. 2018-0837

MOVED BY COUNCILMEMBER: DANIEL PANICO

REVISION OCTOBER 22, 2018 11:05 AM

SHORT TITLE: AUTHORIZATION FOR THE TOWN OF BROOKHAVEN TO
ADOPT THE NEW YORK STATE MANDATED "SEXUAL
HARASSMENT PREVENTION POLICY" PURSUANT TO NEW
YORK LABOR LAW SECTION 201-G

DEPARTMENT: LAW

REASON: To adopt the New York State Sexual Harassment Prevention Law.

Financial Impact:
No Fiscal Impact

SEQRA REQUIRED:

PERMISSIVE REFERENDUM:

RESULT:	ADOPT (PASS) [UNANIMOUS]
MOVER:	Daniel Panico, Councilman
SECONDER:	Neil J. Foley, Councilman
AYES:	Cartright, Bonner, LaValle, Loguercio Jr., Foley, Panico, Romaine

ADOPTED
BY THE BROOKHAVEN TOWN BOARD

RESOLUTION NO. 2018-0837
MEETING: OCTOBER 25, 2018

AUTHORIZATION FOR THE TOWN OF
BROOKHAVEN TO ADOPT THE NEW
YORK STATE MANDATED "SEXUAL
HARASSMENT PREVENTION POLICY"
PURSUANT TO NEW YORK LABOR
LAW SECTION 201-G

WHEREAS, every employer, including Towns, in the State of New York is required to adopt a Sexual Harassment Prevention Policy pursuant to New York State Labor Law Section 201-g; and

WHEREAS, Towns are required to have a sexual harassment prevention policy that incorporates at least the minimum requirements set forth by Section 201-g of the New York State Labor Law; and

WHEREAS, the requirements of the policy include having a standard complaint form, providing examples of what constitutes unlawful sexual harassment, establishing a procedure on how to investigate complaints, and clearly informing employees what their redress is, both administratively and judicially; and

WHEREAS, employers are now required to provide sexual harassment prevention training annually, such training must adhere to specific standards set out in the legislation, and the first sexual harassment training must be completed before October 9, 2019 and must be annually thereafter.

NOW, THEREFORE, BE IT RESOLVED by the Town Board of the Town of Brookhaven, that the Town hereby adopts the Sexual Harassment Prevention Policy pursuant to New York State Labor Law Section 201-g; and be it further

RESOLVED, that every employee within the Town of Brookhaven shall receive a copy of the Town's "Sexual Harassment Prevention Policy", a copy of which is available on the Town Shared Drive; and be it further

RESOLVED, that the Town of Brookhaven "Sexual Harassment Prevention Policy" may be updated from time to time, subject to subsequent Town Board Resolution and the review and approval of the Town Attorney's Office; and be it further

RESOLVED, that this Resolution shall be effective immediately.