



## Answers to not-so-common questions

*Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.*

### **Q. Are employers required to provide anti-harassment or other types of employee training?**

**A.** Some states explicitly require anti-harassment or sexual harassment training on a consistent basis for either all employees or for certain tiers of employees, like managers and supervisors. However, even in states where such statutes are not established, court decisions and guidance from the Equal Employment Opportunity Commission (EEOC) indicate that employers should provide anti-harassment or sexual harassment training to all employees.

Employers in Kansas and Missouri are not bound to state statutes specifically requiring harassment training but should still implement training protocols. Without proper training there is a larger risk of violating harassment policies or laws, like Missouri's Human Rights Act or the federally sweeping Title VII, mishandling reported incidents or becoming vulnerable to a toxic workplace, all of which can land an employer in hot water.

All employees should be educated on harassment protocols to minimize the risk of harassment in the workplace, mitigate legal liabilities, and make known the procedures for dealing with suspected harassment incidents. It is essential that businesses implement a company-wide anti-harassment training program, but managerial staff should receive supplemental, in-depth training. As an integral part of the organization managers should be equipped with specialized tools and knowledge that prepares them to resolve any issues effectively and with professionalism.

Employers should have a strong, comprehensive anti-harassment training in place that can be used during new employee onboarding and as a refresher course for tenured employees. If your organization lacks a program or is looking to breathe new life into a weak, outdated training process it may be time to refer to an expert. Bukaty Companies' HR Consulting & Training team is well-versed in training procedures and policy creation, setting your employees and managers up for success.

#### **Additional resources:**

- [EEOC Enforcement Guidance: Vicarious Liability for Unlawful Harassment by Supervisors](#)
- [It's time to train your managers](#)
- [Kansas Executive Order policy regarding sexual harassment](#)
- [Missouri Human Rights Act](#)