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December 31, 2020 Deadline Looms for Illinois Employers to Conduct Sexual Harassment Training

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As we have previously [noted](#), effective January 1, 2020, the Illinois Human Rights Act requires Illinois employers to provide employees with sexual harassment prevention training by December 31, 2020, and on at least an annual basis thereafter. Such training must comport with the minimum requirements established by the Illinois Department of Human Rights' ("IDHR") model training program published [earlier this year](#) (model training available [here](#)). A failure to complete this training by the deadline risks civil penalties depending on the size of the employer and whether it has made good-faith efforts to comply.

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