

Act Now to Meet Fast Approaching Training Deadlines to Prevent Sexual Harassment

We've officially entered fall, which marks the start of a busy holiday travel season for the lodging industry. It also signals fast approaching state deadlines to comply with mandated sexual harassment prevention training.

Act now to complete employee and manager training requirements before the increased arrival of guests and holiday activities. In addition to staying compliant, you'll increase staff awareness on how to prevent and address sexual harassment by guests and coworkers.

Hospitality workers are particularly vulnerable to sexual harassment in the workplace. Surveys of housekeepers around the nation reveal they are sexually assaulted at more than twice the rate of workers in other industries. Why? Employees cleaning guest rooms and performing other essential duties often work alone, making them easier targets for sexual harassment and assault by bad actors.

As part of comprehensive anti-sexual harassment strategy, training is one of the essential steps a hotel, motel, inn, or resort can take to create a safer working environment for staff. An organization should also reassure employees who report guests or coworkers of sexual abuse that they won't lose their jobs or face revenge for stepping forward.

Seven states require ongoing sexual harassment training for employees, including California, Connecticut, Delaware, Illinois, Maine, New York, and Washington state. Click here to see the deadlines and regulations of states mandating sexual harassment prevention training.

Additionally, 10 states recommend voluntary training: Vermont, Colorado, Florida, Massachusetts, Michigan, New Jersey, Oklahoma, Rhode Island, Tennessee, and Utah.

We've Got Your Training Needs Covered

We've partnered with Traliant, the industry leader in compliance training, to provide you with the Hotel Edition of its award-winning training course Preventing Discrimination and Harassment. Traliant eliminates the headache of ensuring employees and managers across multiple states meet training requirements and enables learners to choose their language at the start of the course so nothing gets lost in translation. More than 90% of Traliant users say they are "likely or very likely" to use skills and behaviors learned from the course.

Watch this short video to see more about Traliant's award-winning sexual harassment prevention training for hotels.



Traliant's Preventing Discrimination and Harassment course is mobile optimized for the way busy lodging employees and managers learn today. Bite-sized episodes, broadcast quality videos depicting real-world situations and knowledge checks to drive retention are accessible 24/7 from a laptop, smartphone, and tablet. If team members get busy and have to stop watching on their mobile device, they can pick up right where they left off when they're ready to resume training.

To **preview the course for free and sign up for training**, please visit our member page at https://www.traliant.com/training/clia/.