

	Who has to be trained?	How often do we have to train?	Is there a time requirement for the training?
California	All employees including seasonal and temporary workers	Every 2 years New employees and supervisors within 6 months of assuming position	2 Hours for supervisors 1 hour for non-supervisory employees
Connecticut	All employees and supervisors	Training required periodically but not less than every 10 years New employees and supervisors within 6 months of assuming position	2 Hours for supervisors and employees
Chicago	All employees including contractors, consultants, gig workers, independent contractors	Every year	Supervisors: 2 hours prevention, 1 hour bystander intervention Employees: 1 hour prevention, 1 hour bystander intervention
Delaware	All employees, but does NOT include applicants, independent contractors, or employees that work less than 6 months continuously	Every 2 years New employees and supervisors/managers within one year of commencing their positions	Not defined
Illinois	All employees including part-time, temporary, interns, and employees based outside of Illinois who regularly interact with Illinois employees (even if they are not physically present in Illinois), employees based outside of Illinois who will be working on a temporary basis with Illinois employees	Every year	Not defined
Maine	All employees	Employees: Within 1 year of hire and supervisors/managers: within 1 year of assuming such functions	Not defined
New York State	All employees including part-time, seasonal, and temporary	Every year New employees must be trained as soon as possible after starting work	Not defined
New York City	All employees including part-time and full-time independent contractors, employees who work more than 80 hours per calendar year for at least 90 days, interns, employees connected to New York City in any way: employees who work or will work in New York City, employees who work a portion of their time in New York City, out-of-state employees who interact with employees in New York City	Every year New employees should be trained as soon as possible after hire but required by at least 90 days after initial hiring and 80 hours or work. Required after 90 days and more than 80 hours per calendar year for independent contractors Retraining is not required for independent contracts who have received mandatory training at other employers	Not defined