



Division of Occupational Safety and Health  
Occupational Health Clinics

## VIRTUAL CONN-OSHA

### Breakfast Roundtable Discussion Group Meeting

Tuesday, August 17, 2021

8:15 am – 9:45 am

On the third Tuesday of every month, CONN-OSHA offers Breakfast Roundtable Meetings via Zoom that cover subjects ranging from evacuation plans and fire extinguishers to air quality and ergonomics. The intent of these free 90-minute workshops is to discuss safety and health issues in a supportive and informal environment. The roundtable meetings are held from 8:15 am to 9:45 on the third Tuesday of the month.

This month's subject is:

### **“Sexual Harassment Prevention Training”**

Beginning January 1, 2021, Connecticut companies with three or more employees are required to provide training on sexual harassment prevention to all employees. Companies with less than three employees must provide training for supervisors. Since 1992, Connecticut businesses with 50 or more employees were required to provide supervisors with two hours of sexual harassment prevention training. The new requirements were outlined in a sweeping pair of bills enacted by the Connecticut General Assembly in 2019—[Public Act 19-3](#) and [Public Act 19-93](#). The language, which applies to employers which have three or more employees, includes:

- Employers will be required to provide to a new employee a copy of information regarding the illegality of sexual harassment and remedies available to victims.
- Employers must provide all existing employees with two hours of training by October 1, 2020.
- Employers must provide two hours of training and education to new employees hired on or after October 1, 2019 within six months of their start date.
- Employers with fewer than three employees must provide two hours of training and education to all existing supervisory employees by October 1, 2020 or within six months to new supervisory employees.
- Employers must provide periodic supplemental training not less than every ten years.

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[www.connosha.com](http://www.connosha.com)

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Kimberly Jacobsen, Commission on Human Rights and Responsibilities, ([CHRO](#)) Legal Division will discuss the regulations and available resources. Kimberly Jacobsen earned a B.A. in Sociology from the University of Delaware and a J.D. from Western New England College, School of Law. In 2001, Kimberly began her career in State Service with the Commission on Human Rights (CHRO) as a housing discrimination investigator.

Kimberly also served as a Staff Attorney for the Workers' Compensation Commission where she concentrated on appellate issues and served as the Attorney General's designee for that agency.

Thereafter, she came back to the CHRO in the fall of 2005 as a member of the legal division where she currently serves as a litigation attorney for the Commission and is also involved with the agency's education and outreach.

She has a special interest in housing discrimination, breastfeeding rights, disability law and mediation. In the spring of 2014 the Connecticut Public Interest Law Journal published an article she wrote titled "They Can Pump Up the Volume but Can They Pump Out Their Milk? Public Secondary Schools Should be Required to Accommodate Lactating Students."

Most recently, Kimberly has been created a series of video blogs to document her experience being diagnosed with Parkinson's Disease during the pandemic. Those videos can be found at [https://www.youtube.com/channel/UC2lcAmzCU\\_uK-C7-vo-GMRg](https://www.youtube.com/channel/UC2lcAmzCU_uK-C7-vo-GMRg).

Pursuant to [Executive Order 7DDD](#), as amended by [Executive Order 11](#), the October 1<sup>st</sup> Sexual Harassment Prevention Training deadline has been extended to May 20, 2021 due to the Covid-19 Pandemic. This is a blanket extension and does not require a request to be made. If there are any questions, please contact [CHRO.Questions@ct.gov](mailto:CHRO.Questions@ct.gov).

Register here:

<https://us06web.zoom.us/meeting/register/tZ0Ide2spjwiHte4JzJEmwnhD4Pli6DPrJDq>

# CONN-OSHA

## Breakfast Roundtable Discussion Group

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August 17, 2021

- **Welcome and Introductions**

- John Able, CSP  
Occupational Safety Training Specialist  
CONN-OSHA  
860-263-6902  
[John.able@ct.gov](mailto:John.able@ct.gov)  
[www.connosha.com](http://www.connosha.com)

- **Sexual Harassment Prevention Training**

- Kimberly Jacobsen  
Human Rights Attorney  
Commission on Human Rights and Opportunities (CHRO)  
Legal Division  
[Kimberly.Jacobsen@ct.gov](mailto:Kimberly.Jacobsen@ct.gov)

- **Low/No-Cost Training/Certification/Educational Opportunities**

- CONN-OSHA has scheduled a no-cost **Safety & Health Programs** training session for Tuesday, August 10, 2021 from 9 am – 10 am. Pre-registration is required, click [HERE](#).
- CONN-OSHA has scheduled a no-cost **Permit Required Confined Spaces** safety training session for Tuesday, September 14, 2021 from 9 am – 10 am. Pre-Registration is required, the Zoom link will be provided approximately six weeks before the date posted [here](#).
- CONN-OSHA has scheduled a no-cost Control of Hazardous Energy (LOTO) safety training session for Tuesday, October 5, 2021 from 9 am – 10 am. Pre-Registration is required, the Zoom link will be provided approximately six weeks before the date posted [here](#).

- Low-cost online CT Business & Industry Association (CBIA) event: **Connecticut's Marijuana Law: What Employers Need to Know**, Tuesday, September 28, 2021, 1 pm – 2 pm.

On July 1, Connecticut became the 19th state to legalize the production, sale, and adult possession and use of recreational marijuana. How does the evolution of the law impact Connecticut employers? Join CBIA's HR counsel Diane Mokriski and associate counsel John Blair for this essential webinar on employer rights, obligations, and exemptions as they relate to the changing landscape of recreational marijuana. Learn about your responsibilities and get your questions answered.

Go [here](#) for all the info.

- **Ongoing Educational Opportunities**

- Safe + Sound Week from August 9-15, 2021. Safe + Sound Week is a nationwide event held each August to show your business's commitment to keep workers safe year-round. Safe + Sound Week is also a time when information and ideas are shared to help get your safety and health program started or improve an existing program. For all the info click [here](#).

We would appreciate if you could support Safe + Sound by doing the following:

- [Sign up](#) for Safe + Sound Week and share that you'll be participating on social media using **#SafeAndSoundAtWork**.
- Encourage your members to register for Safe + Sound Week! Share the [Participate in Safe + Sound Week](#) document with them for ideas on planning their event.
- Promote the new [Safe + Sound Week Worksheets](#) to your stakeholders.

- **New Business/News**

- **Save the Date!** Connecticut Safety Society's 26<sup>th</sup> Annual Charity Golf Outing Tuesday, September 28, 2021 at Stanley Golf Course. Proceeds to benefit CT FoodShare and the CT FoodBank. 9 am tee off – Scramble Format. All playing abilities welcome - open to the public. Contact Dave Gelpke for questions, reservations, and sponsorships: 860-736-6491 (leave a message) or [dave9@cox.net](mailto:dave9@cox.net). For over 75 years The Connecticut Safety Society's mission is to promote Occupational Safety and Health at work and at home. Join us for this networking charity event. Please keep in mind this event may change due to Covid restrictions as we approach the date.

- [OSHA](#) partners with National Institute for Occupational Safety and Health ([NIOSH](#)) to revise handbook for small businesses. OSHA has collaborated with NIOSH to revise a handbook on workplace safety and health information for small business employers.

[The Small Business Safety and Health Handbook](#) highlights the benefits of implementing an effective safety and health program, provides self-inspection checklists for employers to identify workplace hazards and review important workplace safety and health resources for small businesses.

The handbook includes self-inspection checklists for various work processes in general industry workplaces, such as fire protection, hazard communication, permit-required confined spaces, respiratory protection and walking-working surfaces. The checklists are not intended for construction or maritime industries.

The updated Small Business Handbook is an easy-to-use tool to help keep your most valuable asset – your employees – safe and healthy on the job.

A section of the handbook lists OSHA and NIOSH resources available to help employers recognize and correct safety and health hazards in their workplace, including the OSHA On-Site Consultation Program. The handbook also gives employers information on whistleblower protection laws, training through OSHA's education centers and professional occupational safety and health associations with local chapters that small businesses can join. Learn more about how OSHA is [helping small businesses](#).

- **CONN-OSHA CONSULTATION SERVICES**

CONN-OSHA offers a variety of consulting services to both public and private employers in Connecticut. All our consulting services are available at no charge and are tailored to fit individual employer needs.

We provide consultations in the areas of safety, industrial hygiene, ergonomics, injury and illness prevention plans, and new business assistance. Each consultation visit is viewed by CONN-OSHA as an opportunity to help that employer incorporate the key elements of an effective workplace injury and illness prevention plan into the way the business is run over the long term.

Additionally, penalties and citations are not issued as a result of the consulting process.

To learn more or request your free [consultation](#) from CONN-OSHA, call us at 860-263-6900, or visit our [webpage](#)!