

FEBRUARY 23, 2023 | DISCRIMINATION, HARASSMENT & RETALIATION

# Tipping the Balance: Why Sexual Harassment Prevention Training is Essential for Employers under the Tipped Wage Workers Fairness Amendment Act

The Tipped Wage Workers Fairness Amendment Act (TWWFAA) is a law that was passed in Washington, D.C. in 2018 to increase the minimum wage for tipped workers. One important aspect of the TWWFAA is its focus on addressing sexual harassment in the workplace through mandatory training for employees and employers.

As an employer of tipped workers, it's important to understand your responsibilities under the TWWFAA in regards to sexual harassment prevention training. Sexual harassment is a serious issue that is crucial for employers to take steps to prevent it in the workplace.

Under the TWWFAA, all employers of tipped workers in D.C. are required to provide sexual harassment prevention training to their employees. This training must be provided at least once every two years and must be interactive, meaning that employees must be able to ask questions and receive answers during the training.

Employers have a timeline of one year from the effective date of the law to provide sexual harassment prevention training to their employees. This means that employers must ensure that all of their tipped workers receive the required training within one year of the law's effective date.

In addition to requiring employers to provide training, the TWWFAA also mandates that managers and supervisors of tipped workers receive additional sexual harassment prevention training.

## Training Requirements

**Covered  
Individuals**

**Training Platform Frequency**

Manager	Must complete live in-person training.	Every 2 years
Owner or operator	Must complete training either live in- person or online.	Every 2 years
Employee	Must complete training either live in- person or online.	Every 2 years
New Employee	Must complete training either live in- person or online.	No later than 90 days after hire, unless the employee received the training within the past 2 years.

These provisions of the TWWFAA are important for several reasons. First and foremost, they help to create a safer and more respectful workplace for tipped workers. Sexual harassment is a serious issue that can have devastating consequences for those who experience it, including emotional distress, lost income, and career setbacks.

By requiring employers to provide sexual harassment prevention training and to ensure that managers and supervisors receive additional training, the TWWFAA helps to ensure that all levels of the workplace are equipped to prevent and respond to sexual harassment. This can help to reduce the incidence of sexual harassment in the workplace and create a more respectful and inclusive work environment.

Employers should also note that failure to comply with the sexual harassment prevention training requirements of the TWWFAA can result in penalties and fines. Therefore, it is important for employers to ensure that they are in compliance with the law and that they provide the required training to their employees and managers within the specified timelines.

Overall, the TWWFA is an important piece of legislation that addresses several issues related to the treatment of tipped workers. By including provisions related to sexual harassment prevention training, the TWWFAA helps to create safer and more respectful workplaces for tipped workers in Washington, D.C. and beyond.