

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Employee benefits		
Changes to share options and good leaver provisions	<p>New rules on share options take effect giving employers flexibility when terminating “good leavers”. Employees classed as “good leavers” will no longer be legally entitled to keep granted non-exercised share options, unless the employer agrees otherwise.</p> <p>Effective date: January 1, 2019.</p>	Keep the new provisions in mind when implementing share-based incentive programmes.
Health		
Employers have restricted access to employees’ medical information	<p>The Danish Sickness Benefits Act and the Active Social Policy Act have been amended to restrict employers’ rights of access to employee health and medical information. The restrictions apply to the reimbursement of sickness benefits or rehabilitation programme benefits during job capacity assessments.</p> <p>Effective date: January 1, 2019.</p>	Become familiar with the new rules and provide training to HR if necessary.
Harassment		
Changes to Danish law enhance protection against sexual harassment	<p>The level of compensation in sexual harassment cases has been increased. This is just one of a set of changes which have been made to the Danish Equal Treatment Act. The aim is to enhance protection against sexual harassment following the “Me Too” campaign.</p> <p>Effective date: January 1, 2019.</p>	Become familiar with the new rules and consider updating internal anti-harassment policies if required.

This is a high level general update only. Legal advice should be obtained on specific circumstances.