Sexual Harassment Prevention California – Employees



Course Description

Statistics show that more than half of all workers (54%) have experienced some form of sexual harassment in the workplace. In fact, sexual harassment is the most common type of workplace harassment, and because of its prevalence and damaging affects to productivity, morale, and culture, employers must try and actively prevent and eliminate sexual harassment in their organization. California Senate Bill 1343 requires employers with 5 or more employees to train all non-supervisor employees every two years.

Our one-hour course for non-supervisors instructs employees about sexual harassment, discriminatory behavior, and types of conduct that create a hostile workplace. Our course:

- Meets & exceeds requirements per California's Fair Employment Housing Commission (FEHC) guidelines
- Is available in English and Spanish
- Is compliant with SB 396 (Effective 1/1/2018)
- In addition, our training explains:
- The definition of sexual harassment under the Fair Employment and Housing Act and Title VII of the federal Civil Rights Act of 1964;
- The statutes and case-law principles prohibiting and preventing sexual harassment;
- The types of conduct that can be sexual harassment;
- The remedies available for victims of sexual harassment;
- Strategies to prevent sexual harassment;
- Supervisors' obligation to report harassment;
- Practical examples of harassment;
- The limited confidentiality of the complaint process;
- Resources for victims of sexual harassment, including to whom they should report it;
- How employers must correct harassing behavior;
- What to do if a supervisor is personally accused of harassment;
- The elements of an effective anti-harassment policy and how to use it;
- "Abusive conduct" under Government Code section 12950.1, subdivision

(g)(2).

Finally, our training includes questions that assess learning, skill-building activities to assess understanding and application of content, and hypothetical scenarios about harassment with discussion questions.