# Sexual Harassment Prevention California-Supervisors



California Sexual Harassment Training For Supervisors California law (AB 1825) required companies with 50 or more employees to provide Sexual Harassment Prevention Training to all supervisory employees within 6 months of hire or promotion, and every two years thereafter. AB 1825 was recently amended by SB 1343, which makes it mandatory for companies with 5 or more employees to provide sexual harassment prevention training to both supervisory and non-supervisory employees every 2 years. All organizations must be compliant by January 1st, 2021.

Our supervisor training meets and exceeds the requirements per California’s updated Fair Employment Housing Commision (FEHC) Guidelines.

Our two-hour course for supervisors builds on the base instruction for employees about sexual harassment, discriminatory behavior, and types of conduct that create a hostile workplace to include:

- Federal and state statutory provisions concerning the prohibition against and prevention of sexual harassment
- Remedies available to victims of sexual harassment in employment
- Practical examples inclusive of harassment based on gender identity, gender expression, and sexual orientation; and
- Prevention of abusive conduct for both employees and supervisors
- Definitions and illegality of sexual harassment
- Descriptions of sexual harassment, utilizing examples
- Internal employer complaint processes that are available to employees
- Legal remedies and complaint processes available through the CA Department of Fair Employment and Housing
- Directions on how to contact the CA Department of Fair Employment and Housing
- Protection against retaliation and how to avoid any retaliation scenarios

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.