Sexual Harassment Prevention California-Supervisors



Course Description

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.