

Expanded Sex Harassment Training Facts

- Existing law requires California employers of 50 or more employees to provide supervisory employees with 2 hours of interactive sexual harassment training and education every 2 years (CA Govt. Code Sec. 12950.1). Under SB 1343 [leginfo.legislature.ca.gov], covered employers (5 or more employees) now mandates sexual harassment training to all non-supervisory employees. Specifically, employers will now be required to provide “at least one hour of classroom or other effective interactive training and education regarding sexual harassment to all nonsupervisory employees” by January 1, 2020, and once every 2 years thereafter. For newly hired nonsupervisory employees, the training must be provided within 6 months of their hire. The training statute provides details on the scope of the training.
- There are separate requirements to provide the training to temporary employees within 30 calendar days or 100 hours of work. Employers develop their own training “or may direct employees to view the online training course” developed by the DFEH which “shall be deemed to have complied with this obligation. *Note: I have not been able to locate this video so if anyone is aware of where this can be located please provide me the information so I can disseminate to all committee members.*
- The new posters distributed by the DFEH on sexual harassment that employers must post and disseminate, which also address transgender harassment, will have a link for the DFEH anti-harassment training videos.