

# SEXUAL HARASSMENT TRAINING & PREVENTION

When it became effective on September 30, 2004, Assembly Bill 1825 (AB 1825) required **California employers of 50 or more to start providing supervisors with two hours of sexual harassment training every two years** (see side bar). On April 23, 2007, the Fair Employment and Housing Commission (FEHC) adopted revised regulations, including tighter requirements for AB 1825 trainers. **These new provisions stipulate that training must be provided by:**

*"Human resource professionals with two or more years practical experience in one or more of the following:*

- a) Designing or conducting discrimination, retaliation and sexual harassment prevention training;*
- b) Responding to sexual harassment complaints or other discrimination complaints;*
- c) Conducting investigations of sexual harassment complaints; or*
- d) Advising employers or employees regarding discrimination, retaliation and sexual harassment prevention."*

HRI has provided comprehensive training programs designed to satisfy all of an employer's obligations for years. And, since all HRI trainers meet this requirement, we will continue to offer our comprehensive and interactive training, in both English and Spanish. Listed below are brief summaries of the program's two training modules.

## SEXUAL HARASSMENT TRAINING & PREVENTION

### PREVENTING WORKPLACE HARASSMENT — EMPLOYEE SESSION

This session trains employees in identifying and preventing sexual and other forms of workplace harassment and is recommended for the entire company, including managers. This one-hour training includes:

- Definitions of Sexual Harassment and Harassment
- Sexual Harassment Circumstances (Who, When, Where, How, Why)
- Protected Classes
- Preventing Sexual Harassment
- Company Policy, and More

### PREVENTING WORKPLACE HARASSMENT — SUPERVISOR SESSION

Under AB 1825, training requirements are separate and specific for supervisory staff. HRI's Supervisor Training Program provides two one-hour training sessions. Instruction includes:

- Case Law and Practical Guidance
- Relevant Federal & State Law
- Specifically Prohibited Behaviors
- How To Prevent And Correct Sexual Harassment
- Remedies Available To Victims Of Sexual Harassment, and More!



*Assembly Bill 1825 requires that California employers with 50 or more employees (including temporary service employees and/or independent contractors) must provide 2 hours of sexual harassment training every 2 years for its supervisors on the prevention and correction of sexual harassment, discrimination, retaliation, and remedies available. Also, new managers and supervisors must receive this training within 6 months of hire or promotion if they have not previously received this training within the last two years.*

*In addition to AB 1825, the California Fair Employment and Housing Act ("FEHA"), the California Department of Fair Employment and Housing ("DFEH"), and EEOC guidelines under Federal Law all have specific mandates in regards to harassment and sexual harassment training.*

*For those timely employers who got their training in early two years ago, it is time to start thinking about your AB 1825 retraining.*

*HR Ideas offers training seminars held at your convenience, in Spanish and English. Training dates fill up quickly. Contact us to set up your training today!*



For more information on this and other available programs and seminars, call us at 925.556.4404, or visit us online at [HRIdeas.com](http://HRIdeas.com).

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