



e-Alert: California Releases Sample Sexual Harassment Prevention Policy

Background

Under California law, all California employers must prevent sexual harassment, taking all steps necessary to prevent its occurrence. They must provide training and workplace notices, and adopt a clear sexual harassment prevention policy that meets specific requirements. The state has released a sample sexual harassment prevention policy for employer use.

Employer next steps

1. California employers should review their current sexual harassment policies to ensure they meet the policy requirements. The state's sample policy, which includes a sample complaint form, can be accessed [here](#).
2. California requires that employers provide anti-harassment and discrimination training that includes examples of abusive conduct and harassment based on gender identity, gender expression, and sexual orientation. The training must be aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation. In addition, it should include information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against — and the prevention and correction of — sexual harassment and the remedies available to victims.
3. HR Knowledge has developed a “California Sexual Harassment Prevention Program” which includes the following:
 - Customized California Harassment Prevention Policy
 - Customized Harassment Complaint Form
 - California Training Requirements Guide
 - Updated State and City Employment Posters and Fact Sheets
 - Live Webinar-Based Training that meets state training requirements

If you are interested in learning more about our prevention program, please [email us](#).

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