



## **e-Alert: California Expands Sexual Harassment Prevention Training Requirements**

Under California law, sexual harassment is a form of discrimination based on sex (including pregnancy, childbirth, or related medical conditions), gender, gender identity, gender expression, or sexual orientation. All employers must take all steps necessary to prevent sexual harassment.

### **Current law**

Under the current law, employers with 50 or more employees must provide at least two hours of classroom or other “effective interactive training and education” regarding sexual harassment to all supervisory employees within six months of their assumption of a supervisory position and once every two years.

### **Amended law**

Under a new California law, by January 1, 2020, and once every two years thereafter, employers with five or more employees — including temporary or seasonal employees — must provide:

- At least two hours of classroom or other effective interactive training and education regarding sexual harassment to all supervisory employees within six months of their assumption of a supervisory position; and
- At least one hour of classroom or other effective interactive training and education regarding sexual harassment to all nonsupervisory employees within six months of their assumption of a nonsupervisory position.

### **Employer next steps**

1. Review your sexual harassment prevention policies to ensure they are consistent with the new law.
2. If you are subject to the training requirements, consider revisiting and updating any existing training programs or, if none exist, identifying a training program that satisfies all the requirements of the law.
3. HR Knowledge has a “California Sexual Harassment Prevention Program.” Please [email us](#) to learn more.

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