

E-ALERT: California's Sexual Harassment Prevention Training Law



Background

A new law regarding sexual harassment prevention training requirements was passed in 2018 that mandated California employers with five or more employees to comply. This law requires California employers to provide training to employees before January 1, 2020. After January 1, 2020, employers are required to retrain their employees once every two years. Therefore, all employees statewide are required to receive training again before January 1, 2022.

Summary

Between January 1, 2019 and January 1, 2020

California employers with five or more employees must provide the following:

- A minimum of two hours of sexual harassment prevention training to all supervisory employees within six months of being placed in a supervisory role

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- A minimum of one hour of sexual harassment prevention training for all nonsupervisory employees within six months of their start date of the nonsupervisory position

Employer Next Steps

- If you are looking for assistance with the required sexual harassment prevention training, please [contact us](#).
- If you are a Full-Service or Virtual HR client and would like our help updating your sexual harassment prevention policy, please [email us](#).

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