

California Anti-Harassment Training Requirement

WHO? Employers with five or more employees. For small employers whose numbers fluctuate throughout the year, this applies if they employ five or more employees or contractors for each working day in any twenty consecutive calendar weeks in the current calendar year or preceding calendar year.

WHAT? Supervisors must receive 2-hours of training. All other employees must receive 1 hour.

HOW? Several options provided:

- Live by a qualified trainer.
- “E-learning”: Individualized training that is interactive. There needs to be the ability to ask questions of the instructor and get a response within two business days.
- Webinar: A live session conducted by a qualified trainer. Attendees would be able to ask questions in real time, and attendance would be tracked.
- DFEH has pre-recorded online training for employees; supervisor training has not been released.

WHEN? This year, no later than January 1, 2021; within six months for new hires; repeat every two years.

TOPICS: Prevention of: harassment, discrimination, retaliation, and abusive conduct.

POLICY: Must provide the employer’s anti-harassment policy, or the policy provided by the DFEH

RESOURCES:

- The training requirement:
https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=12950.1.&lawCode=GOV
- Department of Fair Employment and Housing, www.dfeh.ca.gov

Live webinar trainings are conducted by Rose-Ellen Fairgrieve, Owner, Fairgrieve Law Office. Rose-Ellen is an experienced employment attorney, who has defended harassment, discrimination, and retaliation lawsuits over the past 13 years.

To find out when dates are released, sign up for our newsletter at www.fairgriovelaw.com. To schedule a training for your workplace, email roseellen@fairgriovelaw.com.