



SEXUAL HARASSMENT AND ABUSIVE CONDUCT PREVENTION TRAINING FOR EMPLOYEES AND SUPERVISORS

Presented by Justin D. Hein, Smith Dollar PC

Tuesday, October 22nd

(NCBE Members only)

8:30-9:30a.m.: 1-hour training for employees. (\$25 per person)

10:00a.m.-12:00p.m.: 2 hour training for supervisors. (\$35 per person)

To register, e-mail Kassandra@ncbeonline.com or call (707)542-9502.

Effective January 1, 2019, California Government Code Section 12950.1 requires that all employers of 5 or more employees provide 1 hour of sexual harassment and abusive conduct prevention training to non-managerial employees and 2 hours of sexual harassment and abusive conduct prevention training to managerial employees once every two years.

The DFEH states that both managerial and non-managerial employees need to be trained in 2019 and employees trained in 2018 or before must be retrained. In the past, only California employers with 50 or more employees were required to provide sexual harassment prevention training—and only to supervisors. The new law requires all employers with 5 or more employees to provide:

- *Two hours of sexual harassment prevention training to all supervisory employees by January 1, 2020.*
- *One hour of sexual harassment prevention training to all non-supervisory employees by January 1, 2020.*

Employee Training: This training satisfies California-mandated training and is designed for non-managerial employees. It will guide employees through key discrimination and sexual-harassment laws, relates these laws to everyday workplace behavior, and provide the legal definitions of discrimination and harassment. Employees will learn about sexual harassment, discriminatory behavior, and types of conduct that create a hostile workplace. The course engages employees and confirms their understanding of the material.

Supervisor Training: This training satisfies California-mandated training and is designed for supervisors. It will engage in discussions on all forms of sexual harassment (verbal, visual, and physical). Other types of prohibited harassment, discrimination, retaliation and abusive conduct will also be covered in an interactive format. Supervisors will learn how to recognize problems and about their responsibility in the prevention of sexual harassment, discrimination, retaliation, and abusive conduct.



Justin D. Hein has 14-years of experience helping professionals start-up and manage their businesses and workforce. With a focus on employment and administrative law, Mr. Hein helps new businesses hire their first employees, develop policies and procedures, and ensure a sound footing is in place as the business begins to grow. Mr. Hein likewise has experience representing employers before federal and state agencies such as the Department of Labor and U.S. Equal Employment Opportunity Commission, as well as in contested litigation and arbitration.