

What is Sexual Harassment?

Both the Equal Employment Opportunity Commission (EEOC) and the Fair Employment and Housing Commission in California define sexual harassment as unwanted sexual advances; visual, verbal, or physical conduct of a sexual nature. This definition may include many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser.

Why is Sexual Harassment Training Needed?

It's the law. Assembly Bill 1825 mandates that all companies in the state of California having at least 50 employees (including contractors, agents, and workers from temporary agencies) provide supervisors with two hours of sexual harassment training every two years.

This training course is compliant with the most recent regulations approved by the State of California.

A Few Questions to Ask Yourself

- Are my employees familiar with our sexual harassment company policy?
- How do I determine if sexual harassment has occurred?
- How do I investigate a sexual harassment claim?
- What would I do if I was accused of sexual harassment?
- How do I prevent sexual harassment from happening?

Sexual Harassment is Expensive

Knowing how to prevent occurrences of sexual harassment and discriminatory behavior is critical in today's world. Some of the potential costs associated with sexual harassment are:

- High legal costs
- Decreased job satisfaction and productivity
- Increased absenteeism
- Increased health care and sick pay
- Undermined ethical standards and loss of respect

No one can guarantee that a claim will never be filed against your company. However, you can limit your exposure and perhaps limit the liability associated with sexual harassment claims. Adherence to state law, proper training and proper documentation of training is a sign of good will. It makes a statement that you desire to adhere to state law as well as provide your employees with a safe, non-threatening and enjoyable workplace.

What does Sexual Harassment Training Provide?

During our Sexual Harassment Awareness training course your employees will learn the important skills of handling sexual harassment issues and complaints. The training session includes a detailed overview and definition of sexual harassment, discusses sexual harassment prevention and demonstrates how to handle sexual harassment complaints and maintain a positive work environment.

Source One Sexual Harassment Training Program

As required by law, we offer the following provisions:

- Training sessions, covering required content, that are a minimum of two hours and held in a live classroom setting
- Training conducted by an HRD professional with more than 8 years of experience in the field
- Copy of harassment policy and copies of DFEH-185 and DFEH-162
- Proper record keeping tools
- Copy of presentation/training materials
- Sign-in sheet
- Acknowledgement of sexual harassment training
- Test covering course content
- Certificate of course completion

Sexual harassment training can be tailored to meet the specific needs of your organization and delivered at a time and location of your choice.