



California Sexual Harassment and Discrimination (Employees) Online Training Module

As of January 1, 2019, SB1343 has been adopted by California. This bill requires employers with five or more employees to fully comply and have all non-supervisory employees trained by **January 1, 2020**. Supervisor requirements remain the same.

Based off your subscription to the gbriskcontrol.com training catalogue, training deployment and availability will be no later than March 29, 2019 for English language only. Spanish language deployment date is TBD, at this time.

Specifications:

- Applies to employers with five or more employees
- Train *all* non-supervisory employees by *January 1, 2020*
 - ✓ Even if previously completed any time before or during 2018
- All full-time non-supervisor employees (including interns)
 - ✓ Trained within the first six months of starting the positions
- Temporary, seasonal, and migrant employees (does NOT take effect until January 1, 2020)
 - ✓ Complete the training within their first 30 days of working *or* within their first 100 hours
 - ✓ In the case of a temporary employee employed by a temporary services employer, the training shall be provided by the temporary services employer, not the client.
- Completed every two years moving forward
 - ✓ Meaning all non-supervisor employees will need to have training completed again in 2022

Online Training:

- Introduction (objective oriented topics introduced)
- Discrimination and Harassment
 - ✓ Discrimination
 - ✓ Harassment

- ✓ Sexual Harassment
- ✓ Severe and Pervasive Harassment
- ✓ Unwelcome Conduct
- ✓ Hostile Environment
- ✓ Quid Pro Quo
- ✓ Costs of Sexual Harassment
- ✓ Common Misconceptions of Sexual Harassment
- Protected Classes
 - ✓ Sex Discrimination
 - Transgender and Sexual Orientation Considerations
 - Perceptions
 - Examples of Sex Discrimination
 - ✓ Genetic Information Discrimination
 - ✓ Pregnancy Discrimination
 - ✓ Age Discrimination
 - ✓ Religious Discrimination
 - ✓ Race and Color Discrimination
 - ✓ National Origin Discrimination
 - ✓ Disability Discrimination
 - ✓ Human Trafficking
 - ✓ Associated Discrimination
- Reporting
 - ✓ Reporting Avenues (within the workplace)
 - ✓ Reporting Avenues (EEOC/DFEH)
 - ✓ Investigations
 - ✓ Sexual Assault Reporting/Procedures
 - ✓ Interactive scenarios to reinforce content
 - ✓ Quiz with guided 100% and feedback to reinforce content

For more information on the training module, please contact the Gallagher Bassett Web Platform Team:

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