



## Higher Ground International, Inc.

A Unique Management Consulting Firm

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### CALIFORNIA STATE LAW MANDATES SEXUAL HARASSMENT PREVENTION TRAINING

by Debra J. Williams, President

#### California AB 1825: What is it?

California Assembly Bill 1825 dictates that employers with 50 or more employees must train all supervisors, employed as of July 2005, in *Sexual Harassment Prevention* curriculum. The new law calls for this training to be completed by January 2006. After January 2006, employers will be required to train each supervisor once every 2 years in *Sexual Harassment Prevention*. Supervisors who are hired or promoted after July of this year must go through this training within 6 months of their hire or promotion date.

#### How are training standards defined?

Under the auspices of the California Department of Fair Employment and Housing (DFEH), the training must, by design, be considered "interactive". Interactive training typically incorporates classroom-style instruction. Web-based training, however, is also allowable if it meets the "interactive" criteria. This can be accomplished through Computer Based Training (CBT) that allows participants to submit questions and receive answers in a timely manner.

#### Can Higher Ground International, Inc. Help?

HGI provides a full range of training design, development, and delivery services in all employment compliance areas, including sexual harassment prevention, employment discrimination, equal employment opportunity, and disability awareness. We have designed a *Sexual Harassment Prevention* curriculum that meets the explicit needs of Assembly Bill 1825 for California employers. The training gives employees and supervisors a firm understanding of:

- Why sexual harassment is illegal
- Behaviors that may be considered illegal
- Taking responsibility for their own actions
- How to handle complaints

#### Does our staff meet your needs?

All HGI Consultants have expert knowledge of the California Fair Employment and Housing Act (FEHA) and Title VII of the Civil Rights Act of 1964. Our team members each have a minimum of 20 years experience in EEO compliance areas and also have significant experience with the California State and Federal harassment investigation processes.

#### Who is qualified to train?

The DFEH stipulates that *Sexual Harassment Prevention* instructors must "have knowledge and expertise in the prevention of harassment, discrimination, or retaliation". Employment law attorneys may fit this description, but they may also cost you more than you need to spend. Human Resource professionals possessing an in-depth understanding of state/federal employment laws, as well as expertise in conducting EEO investigations satisfy the state's requirement.

#### How can you reach us?

To further discuss your training needs, contact us directly by phone or E-mail. You can also check out all of our products and services by visiting our website.

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