

LEGAL UPDATE: IT'S THAT TIME AGAIN: SEXUAL HARASSMENT PREVENTION TRAINING

Eight years ago, the California legislature enacted a law requiring all employers with 50 or more workers to provide at least two hours of interactive training to all supervisory employees on the prevention of sexual harassment, discrimination and retaliation (commonly referred to as AB 1825 training). The law required the first training be completed within 2005 and repeated every two years thereafter. The law also requires new supervisory employees receive such training within six months of hire (or from becoming a supervisor). Accordingly, **for most California employers, 2013 is a “training year.”**

If you regularly employ 50 or more persons (for this law, “employ” includes using independent contractors), now is a good time to check your records and determine whether you are up to date on your trainings. Hoge Fenton’s employment law group regularly provides harassment prevention trainings that satisfy California’s requirements.

The beginning of the year is also a good time to review your **employee handbooks** to make sure they are current with changes in the law. Last year brought changes and clarification regarding meal and rest breaks, social media policies, lactation policies and more.

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Related Attorneys

- Sarju A. Naran
- Jenn Protas