



A Safer Workplace Through
EducationSM

COMPLIANCE

California Supervisor Sexual Harassment Prevention

Course Length: 2.0 Hours

Course Description

This course is designed for California-based supervisors and managers. Under Senate Bill 1343, California-based employers with at least five (5) employees must provide sexual harassment prevention training and education to all supervisory employees and non-supervisory employees in California by January 1, 2020.

Our California Supervisor Sexual Harassment Prevention course provides up-to-date legally compliant content that will help your management team identify and prevent sexual harassment in the workplace.

Our California Supervisor course covers supervisor-specific responsibilities and the potential liabilities that supervisors may face if they fail in any of their responsibilities. We discuss available remedies for victims of harassment; harassment prevention strategies; supervisor obligation to report harassment, discrimination, or retaliation; and practical illustrative examples of harassment (real cases and hypothetical scenarios) using case studies, group discussion, quizzes, and tests. We also cover limited confidentiality, appropriate remedial steps to correct harassment, what to do if you are accused of harassment, and the essential elements of an anti-harassment policy. We also cover brand-new terminology and concepts like "Bystander Intervention."

This course is designed for **Supervisors and Managers**.

Course Table of Contents

Section 1: Sexual Harassment Laws - Federal and California

Section 2: What is Sexual Harassment?

Section 3: Who is Protected?

Section 4: Types and Forms of Sexual Harassment

Section 5: Reasonable Approach

Section 6: Liability

Section 7: Workplace Rights and Remedies

Section 8: Policies and Procedures

Section 9: 5-Point Assessment

Section 10: Best Practices

Section 11: Supervisor's Role

Meets all California statutory requirements as outlined by:

-Assembly Bill 1825

-Assembly Bill 2053

-Senate Bill 292

-Senate Bill 396

Government Code

Section 12950

-Government Code

Section 12950.1

-Senate Bill 1343

Meets all Federal statutory requirements as outlined by:

-Title VII, Civil Rights Act of 1964

-Civil Rights Act of 1991

Course Learning Objectives

- Explain sexual harassment laws (Federal and California)
- Define sexual harassment (Federal and California definitions)
- Differentiate between the various types and forms of sexual harassment
- Identify legal protections
- Discuss employer duties under Federal law and California law
- Identify who can be held liable for sexual harassment
- Explain how to exercise legal rights
- Describe the remedies for a sexual harassment complaint
- Define the elements of an anti-harassment policy
- Cover best practices for preventing sexual harassment

Course Topics

Abusive conduct	Hostile Work Environment
Anti-harassment policy	Human Resources procedure
Bullying	Internal investigations procedure
Bystander Intervention	Legal alternatives
California Assembly Bill 1825	Legal remedies
California Assembly Bill 2053	Liability
California Department of Fair Employment and Housing (DFEH)	Locker room conversations
California Law	Non-binary
California Resources	Non-verbal harassment
California Senate Bill 1343	Organizational Best Practices
California Senate Bill 292	Physical Harassment
California Senate Bill 396	Protected Classes
Civil Rights Act of 1991	Punitive damages
Compensatory damages	Quid Pro Quo
Complaint procedure	Reasonable Woman/Reasonable Person Standard
Components of a sexual harassment policy	Requests for sexual favors
Confidentiality procedure	Retaliation
Determining factors	Severe or pervasive
Discrimination	Sex stereotyping
Enforcing policies	Sex/gender discrimination
Fair Employment and Housing Act (FEHA)	Sexual orientation (actual or perceived)
Federal Equal Employment Opportunity Commission (EEOC)	Sexual Orientation Harassment
Federal Resources	Single versus few Incidents
Gender expression	Supervisor Best Practices
Gender Expression Harassment	Title VII, Civil Rights Act of 1964
Gender identity	Transgender
Gender Identity Harassment	Transgender status
Government Code Section 12950	Unwelcomed Sexual advances
Government Code Section 12950.1	Verbal harassment
	Visual harassment
	Workplace rights and how to exercise