



ANTI-HARASSMENT VIRTUAL CLASSROOM

2 Hour Supervisor/Manager Course

FALL 2019



DATES: October 3, 2019
TIME: 9:30am - 11:30am
LOCATION: Virtual Classroom
Your choice of location
Free from distraction

NOTE: Please be prepared to participate through chat, speakerphone, or headset

TUITION: \$99 per attendee

INCLUDES:

- Interactive Discussion
- Problem-Solving
- Certificate of Completion

FOR QUESTIONS:

Chris Sliz
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650.587.7300 ext.51

REGISTER TODAY:

Jo Miller
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Get into compliance with new anti-harassment laws! This year, with the passage of SB 1343 (which amended AB 1825) all organizations employing 5 or more employees must provide 2 hours of Anti-Harassment training to supervisors and managers every two years. Our virtual classroom training on Anti-Harassment includes:

- **Material compliant with SB 1343, AB 2053, and AB 396.**
- **Required DFEH elements (see reverse for details).**
- **A means to contact our trainer for questions after the training.**
- **Questions that assess learning of participants.**
- **Skill-building activities to assess understanding and application of content.**
- **Hypothetical scenarios about harassment with discussion questions.**
- **Certificates of completion for those that participate actively in all training elements.**

Our virtual classroom is not a typical “sit and listen” workshop. There are multiple opportunities for interaction, asking questions and getting feedback on individual situations. Our instructors are knowledgeable in Anti-Harassment laws and skilled in involving participants in the training.

RGS can also provide a private Anti-Harassment Virtual Classroom specifically for your Agency staff (minimum 10 employees). We can also provide this training onsite in a longer format to allow for more interaction and problem-solving. As with all of our training products, we can incorporate additional training topics into the session, based on your agency’s needs. Additional costs per attendee will apply for in-person or customized training sessions. Contact us for more information.



Anti-Harassment Training Requirements and Legislative Code Explanations

DFEH Content

All training courses that provide anti-harassment training must align with requirements established by the Department of Fair Employment and Housing (DFEH). RGS' anti-harassment trainings include all of these elements that are pulled from the DFEH site and listed below.

- Definitions of unlawful sexual harassment (as well as other types of harassment/discrimination)
- Federal and state statutory and case law principles.
- The types of conduct that constitute harassment.
- Remedies for victims of harassment via civil actions and the potential liability for employers and individuals.
- Harassment prevention strategies.
- Supervisor's personal obligation to report any harassment, discrimination or retaliation immediately on becoming aware.
- Practical examples of harassment using case scenarios and group discussion.
- An explanation of limited confidentiality during the harassment complaint and investigation process.
- Resources for victims (such as to whom they should report harassment).
- Appropriate remedial steps to correct harassing behavior, including the employer's obligation to effectively investigate harassment.
- What a supervisor should do if accused of harassment.
- Essential elements of an effective anti-harassment policy including the supervisor's role in the complaint procedure.
- Definition, elements and examples of abusive conduct and its impact
- How to intervene when observing abusive conduct

For more information about the DFEH and anti-harassment, please visit their website.

Legislative Summary:

SB 1343 - In the past, employers with 50 or more employees were required to provide mandatory Anti-Harassment training. SB 1343 states that by January 2020, employers with five (5) or more employees:

- are required to provide at least two hours of Anti-Harassment training for all supervisors within six months of hire and every two years thereafter.
- are required to provide at least one hour of Anti-Harassment training for employees including full-time, part-time, and temporary employees.

AB 2053 - This bill states that Anti-Harassment training must also include a component that addresses the prevention of abusive conduct.

SB 396 - This bill requires Anti-Harassment training to include the prevention of both abusive conduct and harassment related to gender identity, gender expression, and sexual orientation.