

DFEH



| Education and Outreach

Sexual Harassment Prevention Training

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Mission

The mission of the Department of Fair Employment and Housing (DFEH) is to protect the people of California from unlawful discrimination in employment, housing, public accommodations, state-funded programs and activities, and from the perpetration of acts of hate violence and human trafficking.

Statutes

Fair Employment and Housing Act; Unruh Civil Rights Act; Disabled Persons Act; Government Code section 11135; Ralph Civil Rights Act; Trafficking Victims Protection Act

Sexual Harassment Prevention Training

California law requires that all employers of 5 or more employees provide their California employees with training against sexual harassment and abusive conduct

- Non-supervisory employees: 1 hour every two years and within 6 months of hire
- Supervisors: 2 hours every two years and within 6 months of assumption of supervisory position
- The first training deadline is January 1, 2021
- Government Code section 12950.1; 2 C.C.R. sections 11023 et seq.
- FEHA requirement is the floor and not the ceiling

Sexual Harassment Prevention Training

- Format
 - Classroom or other effective interactive format
 - Group or individual
 - Segments okay
- Content
 - Federal and state laws against sexual harassment in employment, and against retaliation; remedies
 - Practical examples of harassment
 - Harassment based on sexual orientation and gender identity/expression
 - Abusive conduct prevention

DFEH Offers Free Online Trainings That Satisfy the FEHA Requirement

dfeh.ca.gov/shpt

The Department of Fair Employment and Housing provides free online training courses on preventing sexual harassment and abusive conduct in the workplace that satisfy California's legal training requirements pursuant to Gov't Code 12950.1.

California law requires all employers of 5 or more employees to provide 1 hour of sexual harassment and abusive conduct prevention training to nonsupervisory employees and 2 hours of sexual harassment and abusive conduct prevention training to supervisors and managers once every two years. The law requires the training to include practical examples of harassment based on gender identity, gender expression, and sexual orientation.

Technology

For questions regarding your training certificate, additional training, or other HR or legal matters, please contact your employer. For technical or general questions regarding this training, contact us at SHPT@dfeh.ca.gov.

Continue



DFEH's Free Training – Language Selection

Sexual Harassment Prevention Training

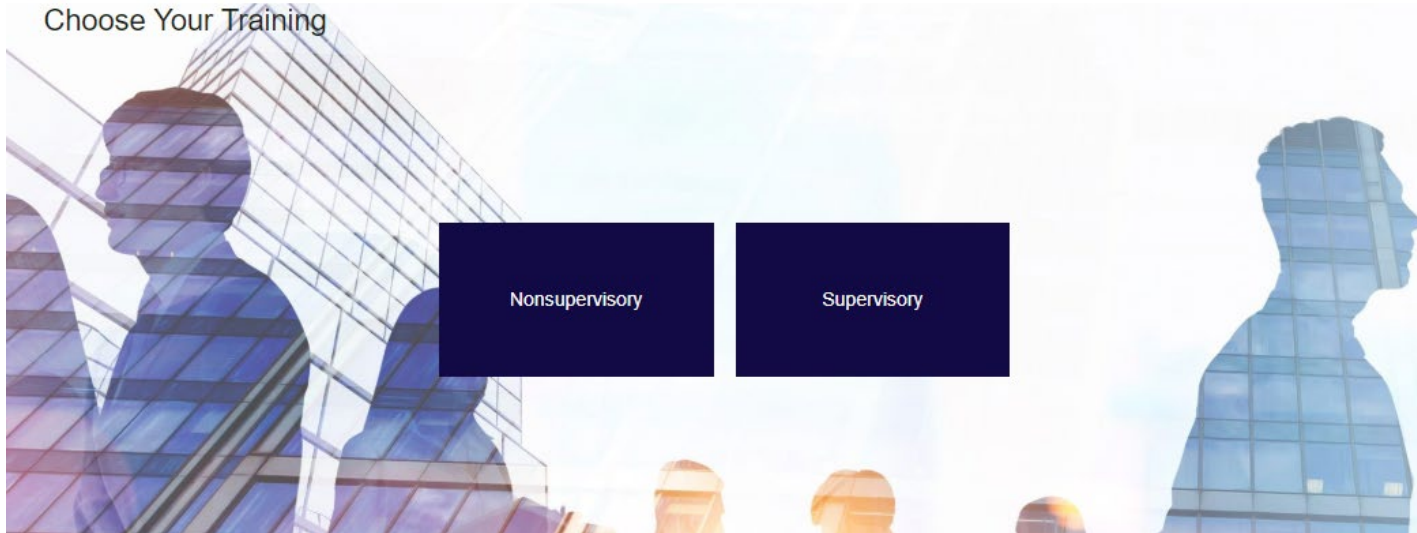
Choose Your Language



DFEH's Free Training – Type Selection

Sexual Harassment Prevention Training

Choose Your Training



DFEH Training – Interactive Module

DFEH SHPT English v11



Sexual Harassment Prevention for Employees
Creating a Workplace of Respect

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