

Have your California employees completed their Sexual Harassment Prevention Training?

The CA DFEH states that all employees who received training in 2018 will need to be trained again before the January 1, 2020 deadline

What is SB 1343?

- SB 1343 went into effect on January 1, 2019 and requires most companies to provide sexual harassment training to employees by January 1, 2020.

What does SB 1343 change?

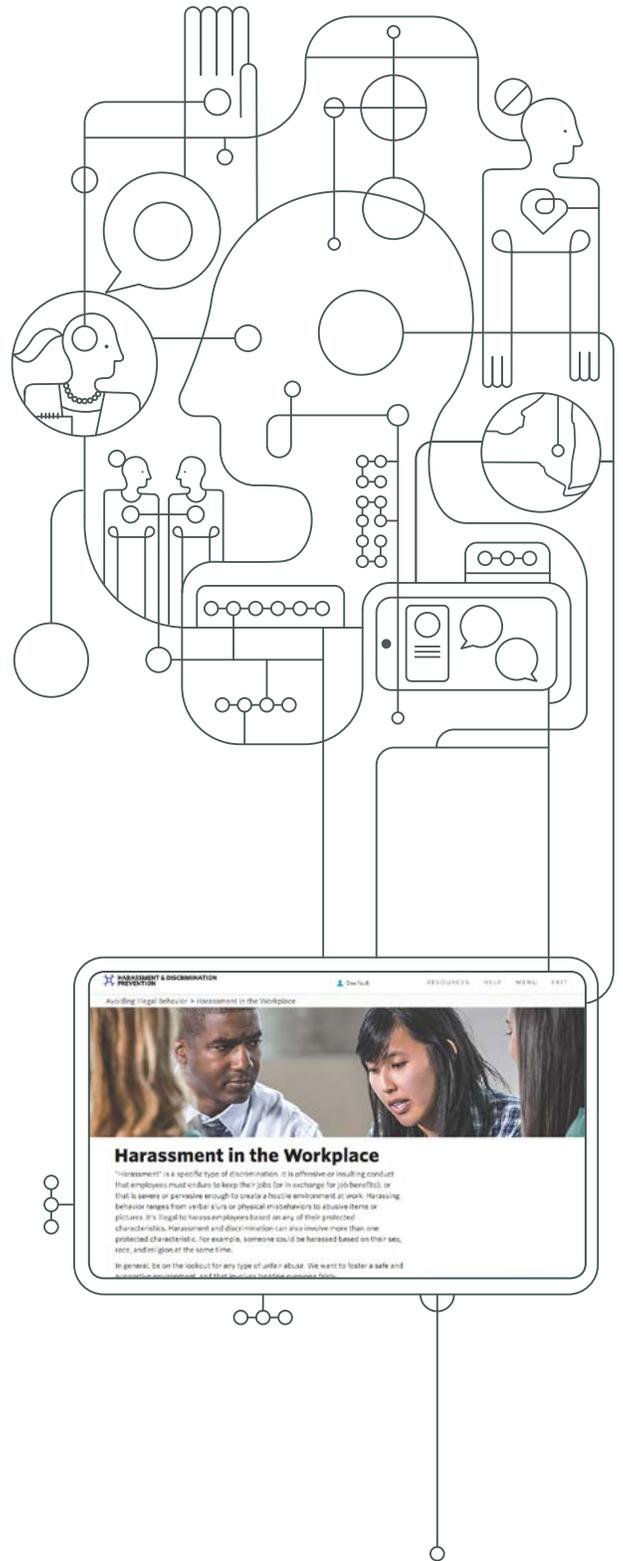
- SB 1343 changes the current law by requiring employers with **five or more** employees to provide sexual harassment prevention training to all employees every two years.
- Employers must now provide **non-supervisory** employees with at least one hour of training in addition to continuing to provide two hours of supervisory training as already mandated by AB 1825 (the 2005 California law previously applied only to employers with 50 or more employees).

Which employees do I need to train?

- Employers with five or more employees must train non-supervisory and supervisory employees, including full-time, part-time, seasonal, and temporary workers.
- The California Department of Fair Employment and Housing states that employees must be trained during calendar year 2019. Even if employees received training in 2018 or before, they will need to be retrained before the January 1, 2020 deadline.

How often do I have to train them?

- SB 1343 requires the training every two years (one hour for non-supervisory employees and two hours for supervisory employees).

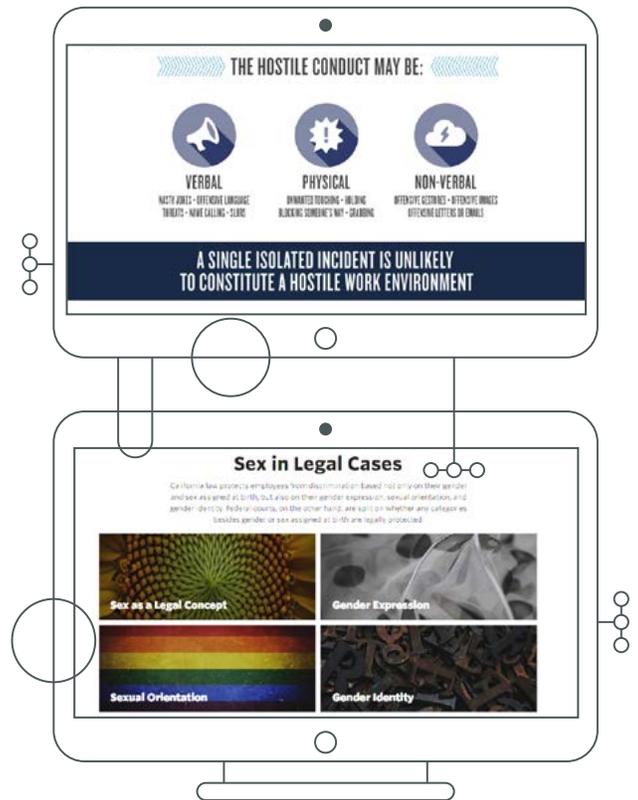


How does EVERFI's harassment prevention training ensure that your company meets the requirements outlined in SB 1343?

- Content delivers real-world practical examples of sexual harassment, including harassment based on gender identity, gender expression, and sexual orientation, as well as abusive conduct, by using real-life cases, scenarios, assessment questions, infographics, and video.
- Course provides information and practical guidance regarding the federal and state statutes prohibiting sexual harassment.
- Course provides practical guidance on corrective actions against those who commit harassment and remedies available to people who experience harassment, including practical examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation.

Will this course integrate with my HRIS system?

- Yes, the EVERFI course platform will integrate with your HRIS system to provide completion progress, completion data, and automatic notifications.



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