



## WORKPLACE TOOLS FOR CALIFORNIA AB 1825: PREVENTING SEXUAL HARASSMENT & OTHER FORMS OF HARASSMENT, DISCRIMINATION & RETALIATION™

**Compliance Perspective:** On September 29, 2004 Assembly Bill 1825 (AB 1825) was enacted in California impacting the workplace. The new law amends the Fair Employment and Housing Act (FEHA). As of January 1, 2005 all California employers with 50 or more employees (including independent contractors and temporary workers) are required to provide at least two hours of sexual harassment training to all supervisory employees who have not received such training in 2003 or 2004. The law does not state that the 50 employees must be within the state; thus, it applies to California employers with 50 total employees including those outside the state. All newly hired supervisors (including persons newly promoted to supervisor) are required to undergo two hours of sexual harassment training within six months of their hiring or promotion. Effective January 1, 2006 employers need to provide ongoing training for all supervisors, consisting of at least two hours of harassment training every two years.

**Description and Core Competencies:** This highly interactive and engaging compliance training course provides supervisory employees with the critical and practical harassment, discrimination and retaliation prevention tools needed to protect your organization from employment law liability under California AB 1825 as well as helps support a culture that respects diversity and inclusion. During this time participants will have the opportunity to ask questions of a knowledgeable instructor about sexual harassment issues as well as other forms of harassment, discrimination and retaliation.

**Recommended for:** Managers and Supervisors.\*

**Length and Delivery:** Two hours. Enhanced course available to cover all forms of harassment, discrimination and retaliation, including those based on race, color, religion, ancestry, national origin, age, disability, and any other characteristic protected by federal, state and local laws; refresher course available for those who have previously attended harassment and discrimination training. Leader-led delivery.

## WHAT IS **clicks&sticks**<sup>®</sup> training?

**Only Mindy Chapman & Associates LLC provides the proprietary Workplace Training That Clicks & Sticks<sup>®</sup>.** Clicks & Sticks<sup>®</sup> Training takes complex legal concepts and distills them down into practical compliance tools for all levels of the workforce. This unique methodology immediately benefits your organization because the customized training is always relevant to the participants' daily conduct (so it Clicks) and memorable long after the training ends (so it Sticks). Clicks & Sticks<sup>®</sup> Training helps employees to quickly acquire compliance information, develop and practice their new compliance skills and ultimately demonstrate mastery of the laws and your policies as they apply in your workplace. Our training provides the highest return on investment of your training dollars because while every organization needs an effective compliance training program in the classroom; it must be sustainable back in the workplace to be valuable. Clicks & Sticks<sup>®</sup> Training helps organizations avoid liability, minimize risk, retain talent and create a culture of respect that values diversity and inclusion.



## CONTACT US

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\*NOTE: While AB 1825 does not define "supervisor," FEHA Section 12926 (r) does offer a definition: "any individual having the authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or the responsibility to direct them, or just to adjust their grievances, or effectively recommend that action, if, in connection with the foregoing, the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgement." The FEHA provides a broad definition of supervisor; therefore, an employer must provide training to employees who possess supervisory responsibilities but not the title of supervisor. Employers must remember to track employees who have been transferred or promoted to supervisory roles

