



Frequently Asked Questions about California's AB 1825 Sexual Harassment Training and Education Law

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What is California Assembly Bill 1825 (AB 1825)?

AB 1825 is a law mandating all employers with 50 or more employees to provide a minimum of **two (2) hours** of classroom or other effective interactive training to all supervisory personnel on the prevention of sexual harassment, discrimination and retaliation at the workplace. The law was effective January 1, 2005 with a requirement to complete the first round of training by December 31, 2005.

The Fair Employment and Housing Commission (FEHC) was authorized to promulgate regulations interpreting law to provide clarity for employers seeking to comply with the law. Those regulations became effective on August 17, 2007 and are described in this document.

Who is required to comply with AB 1825?

The law applies to employers with 50 or more employees, including full-time, part-time, and temporary workers. In addition, all public entity employers, regardless of size, are required to comply with AB1825. There is no requirement that the 50 employees or contractors work at the same location or all work or reside in California.

Who is a supervisor?

Under California's Fair Employment and Housing Act (FEHA), a supervisor is any individual having the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or the responsibility to direct them, or to adjust their grievances, or effectively to recommend that action, if the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment. New supervisors must be trained within **six months** of their assumption of supervisory duties and thereafter every two years.

Can PreventionLink's™ online training be used to fulfill this training requirement?

Yes. The regulations specify that e-learning is an acceptable method of completing this course provided the course includes review questions, scenarios, and a trainer is available to answer questions regarding the course content within two business days of the question being asked. ***PreventionLink's™ course meets all of these requirements.***

Does the online course cover all of the topics required by the legislation?

PreventionLink's™ Sexual Harassment for Supervisors course was developed specifically to address the topics outlined in the regulations. Please contact a PreventionLink™ representative if you would like to review the course objectives and outline.

How do I contact the trainer if I have questions while I'm taking the course?

At any time during the training course, simply click the "Ask a Question" button at the bottom of the screen. Complete the form with your name, e-mail address, and phone number and a PreventionLink™ representative will respond to your question within two business days.

Who developed the training course?

PreventionLink's™ course was developed by an instructional designer in consultation with a human resources consultant who meets the qualifications of a trainer as described in the regulations. *Please contact a PreventionLink™ representative if you would like additional information about our trainer.*

How can I ensure that all supervisors have read our anti-harassment policy and acknowledge receipt of that policy?

The new regulations require that each employer provide a copy of its anti-harassment policy to all supervisors and require each supervisor to read and to acknowledge receipt of that policy. **We recommend that all organizations using the PreventionLink™ course to fulfill this training requirement attach**

their policy to the course. Please contact a PreventionLink™ representative at 800-840-8048 for step-by-step instructions for attaching policies.

What if we completed the required training before the regulations were finalized?

An employer who made a substantial, good faith effort to comply with the law by completing training of its supervisors prior to the effective date of these regulations shall be deemed to be in compliance regarding training as though it had been done under these regulations.

PLEASE NOTE: Completion of this course is no substitute for competent legal advice in a given situation. You should seek the advice of counsel if you have specific legal questions.

For more information regarding this issue, please contact a PreventionLink™ representative at 800-840-8048.

PreventionLink™ is an innovative Internet-based program developed by TargetSafety, a San Diego-based loss prevention firm. PreventionLink™ is designed to be convenient, easy-to-use and require a minimal time commitment. Contact a PreventionLink™ Representative at 800-840-8048 to learn more about this valuable program.