



MEMBER ALERT

SB-1343 Mandatory Sexual Harassment Training for Non-Supervisory Employees | Effective January 1, 2019

This new law expands the existing harassment training requirements to **mandate one hour of harassment training for non-supervisory employees** for employers both public and private. Districts **must now** provide one hour of sexual harassment prevention training to **non-supervisory** employees as well as continue to provide two hours of training to supervisors.

In order to comply with the **January 1, 2020** deadline, all employees **must be trained or re-trained during the calendar year 2019** regardless of whether they attended compliance training in 2018. Training must take place within **six months** of hire or promotion and **every two years** thereafter for both supervisory and non-supervisory employees.

Beginning January 1, 2020, seasonal and temporary employees or employees hired to work less than 6 months, must be trained within 30 calendar days after hire or within 100 hours worked, whichever is earlier.

NBSIA will continue to host live mandated training for Supervisors twice a year as well as offer it online through Target Solutions.

We are currently developing the mandated one-hour training for Non-Supervisory employees and it will be available to you through Target Solutions in April of this year.

The DFEH has a new online resources page that includes “Sexual Harassment Prevention Training and SB1343 FAQ’s” that addresses interpretation and training questions.

The link to the resources page is:

https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/12/SB_1343_FAQs.pdf

For more information please contact Suzanne Dillman at Suzanned@nbsia.org