
Employ 5 or more employees in California?

Are you prepared for the new Harassment Training Requirements that go into effective in 2020?

**--- by Jaime Maltese, HR Assistant;
Jaime@McCloskeyPartners.com**

Included among the many bills Governor Brown signed into law on September 30, 2018 was Senate Bill 1343. This bill changes California's sexual harassment training requirements effective January 1, 2020.

Since 2005, businesses in California with 50 or more employees have been required to provide its supervisors with training related to sexual harassment prevention. SB 1343 reduces the size of covered businesses and makes the sexual harassment training a requirement for businesses that employ only five (5) employees or more.

By January 2020, each covered employer is required to:

- Provide all supervisors with a minimum of two-hours training related to sexual harassment prevention and retrain supervisors once every two years thereafter.
- Provide all new supervisory and non-supervisory people a minimum of one-hour sexual harassment prevention training within six-months of being hired and retrain at least once every two years.
- Provide sexual harassment training to all seasonal or temporary employees within 30 days of being hired or within the first 100 hours worked if the individual will work six months or less.
 - Temporary services employers are required to provide individuals with the required training, not the client of the temporary services business.

To discuss how this change may affect your business and training needs, contact McCloskey Partners with any questions at services@mccloskeypartners.com or 215-716-3035 x 712

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