

Collaborate

Advocate

Educate

As you know, as an employer in California with 50 or more employees, you must provide sexual harassment training and education to all your supervisory employees every two years. Your compliance date might be just around the corner, so it is important that you are aware of recent changes in the law regarding the substantive requirements of training. The recent regulations issued by California's Fair Employment and Housing Commission require compliance with the following:

- ✓ A definition of "unlawful sexual harassment."
- ✓ FEHA and Title VII statutory provisions and case law principles concerning the prohibition and prevention of unlawful sexual harassment, discrimination, and retaliation in employment.
- ✓ Types of conduct that constitutes sexual harassment.
- ✓ Remedies available for sexual harassment.
- ✓ Strategies to prevent sexual harassment in the workplace.
- ✓ Practical examples, such as factual scenarios used as the basis for role plays, case studies and group discussions.
- ✓ The limited confidentiality of the compliance process.
- ✓ Resources for victims of unlawful sexual harassment, such as to whom they should report alleged sexual harassment.
- ✓ The employer's obligation to conduct an effective workplace investigation of a harassment complaint.
- ✓ Training on what to do if the supervisor is personally accused of harassment.
- ✓ The essential elements of an anti-harassment policy and how to utilize it if a harassment complaint is filed.
- ✓ You must give your anti-harassment policy to each supervisor, and require that each supervisor read and acknowledge receipt of that policy.

Ruiz & Sperow, LLP prides itself on the breadth and thoroughness of its training programs. Our training program is aimed at providing employers with a comprehensive understanding of the issues and practical application of complex legal requirements. Our extensive experience in complex state and federal court litigation guides our training programs, which highlight proactive steps that employers can take either to avoid litigation or minimize its exposure in the face of a legal challenge. Our training is accompanied with comprehensive workbooks on the law, and user-friendly checklists, flow charts, templates, and protocols that incorporate many of the legal mandates.

Our in-depth training includes strategies on Documenting Employee Misconduct and Discipline, Investigating Employee Misconduct, Preventing Sexual Harassment, meeting Americans with Disabilities Act requirements, and other key legal issues that impact personnel and labor administration. Public schools play an important role in American democracy. In addition to their core educational mission, they teach students democratic values of pluralism, civic engagement, tolerance, and they prepare students to function as active citizens in a constitutional and diverse democracy. This democratizing function of public schools complements the educational mission of schools.

---

This information is meant to provide a general overview and is not intended to provide comprehensive legal guidance. The reader is advised to consult legal counsel with specific questions on particular matters.