



MEMBER ALERT
SB 778 – Sexual Harassment Prevention Training
July 2020

Senate Bill 778 requires all employers with five or more employees to provide:

- At least two hours of classroom or other effective interactive training and education regarding sexual harassment to all supervisory employees and;
- At least one hour of classroom or other effective interactive training and education regarding sexual harassment to all nonsupervisory employees.

All employers are required to provide the training by January 1, 2021. Thereafter, each employer shall provide sexual harassment training and education to each employee in California once every two years.

- New nonsupervisory employees shall be provided training within six months of hire.
- New supervisory employees shall be provided training within six months of the assumption of a supervisory position.
- For seasonal, temporary, or other employees that are hired to work for less than six months, an employer shall provide training within 30 calendar days after the hire date or within 100 hours worked, whichever occurs first. In the case of a temporary employee employed by a temporary services employer, the training shall be provided by the temporary services employer, not the district.

An employer who has provided this training and education to an employee in 2019 is not required to provide refresher training and education again until two years thereafter.

The training and education shall include:

- Information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and the remedies available to victims of sexual harassment in employment; and
- Information on the prevention of abusive conduct; and
- Information on harassment based on gender identity, gender expression, and sexual orientation; and
- Practical examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation.
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Method of training:

- May be completed by employees individually or as part of a group presentation.
- May be completed in shorter segments as long as the applicable hourly total requirement is met.
- Shall be presented and designed by trainers or educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation.
- May be online training course and shall contain interactive features that require the viewer to respond to a question periodically in order that the online training courses continue to play.

This bill clarifies the requirements of SB 1343 and extends the deadline for employers to January 1, 2021.

To assist our member districts, SIA has included an online training module for all employees that complies with SB 778. This module is available on the HZ Online learning platform.