



California Harassment Training Requirements

- ✓ Training topic required by law
- ✗ Training topic not required

Topics	Regulations
Regulations	<ul style="list-style-type: none"> • AB 1825 • SB 1343 (Emtrain founder Janine Yancey was an expert witness and helped draft this law) • 2 CCR § 11024
Who needs to be trained?	Managers and employees
Time requirements	<ul style="list-style-type: none"> • Managers: 120 min over 2 years (60 min per year) • Employees: 60 mins over 2 years (30 mins per year) New Hire Managers & Newly Promoted Managers: Within 6 Months (2 hours) New Hir Employees: Within 6 Months (1 hour)
Frequency	Recommended Annually
Interactivity / Ability to ask questions and get trainer's answers	✓
Definition of protected characteristics	✓
Types of sexual harassment (quid pro quo and hostile work environment)	✓

Topics	Regulations
Parties to harassment	✓
Remedies available	✓
Strategies to prevent harassment	✓
Practical examples from case law, news, and media	✓
Limited confidentiality of the complaint process	✓
Resources for victims and complainants	✓
Duty to investigate	✓
What to do if supervisor is personally accused	✓
Personal liability of harasser / Criminal liability	Personal liability only
Supervisor's obligation to report harassment	✓
Elements of the employer's harassment policy	✓
Review of the elements of abusive conduct	✓
Bystander intervention	✗
Retaliation	✓