

# Sexual Harassment Prevention Mandatory Training for Supervisors and Fieldworkers

## Avoid Costly Lawsuits

Have you trained all your supervisors and fieldworkers to comply with AB 1825?

California employers with 5 or more employees are required by law to provide two hours of sexual harassment and abusive conduct prevention training to all supervisors and one hour of such training to non-supervisory employees before January 1, 2020. Training is required once every two years and within six months of hire or promotion.

To prevent workplace harassment and avoid potential liability, your company will need to provide a 1-hour course for employees and a 2-hour course for managers and supervisors to satisfy State-required training.

**Date:** Friday May 24, 2019

**Time:** 7:00am - 8:00am (fieldworkers)  
7:00am - 9:00am (supervisors)

**Location:** ABC NorCal  
4577 Las Positas Road Unit C  
Livermore, CA 94551

### Special Features:

- Skill-building activities
- Practical examples, including factual scenarios from case law and the media
- Hypothetical scenarios based on workplace situations
- Role plays, case studies, and group discussions
- Videotaped presentations
- Quizzes to assess learning

### Topics that will be covered:

#### AB 1825

- Definitions of sexual harassment under the FEHA and Title VII Civil Rights Act of 1964
- Statutes and case-law prohibiting and preventing sexual harassment
- Examples of conduct that constitutes sexual harassment
- Remedies available for targets of sexual harassment
- Strategies to prevent sexual harassment
- Supervisors' obligation to report harassment
- A description of the complaint process
- Resources and reporting options for targets of sexual harassment
- Information on what supervisors should do if they are personally accused of harassment
- Elements of an effective anti-harassment policy
- An explanation of abusive conduct

#### AB 2053

- Define what abusive conduct is and provide examples
- Explain the effects of abusive conduct on its targets, as well as others in the workplace
- Discuss the negative consequences of abusive conduct in the workplace

#### SB 396

- Identify and prevent discrimination related to gender identity, gender expression, and sexual orientation
- Honor employees' request to use their preferred name and pronouns

#### SB 1300

- Explain that a single incident is enough to create a hostile work environment
- Clarify that any discriminatory remark may be relevant evidence of discrimination

#### SB 292

- Clarify that alleged conduct does not have to be motivated by sexual desire

## Reserve Your Seat Today

Fieldworkers & Employees

Supervisors & Owners

Request Private Training

**ABC Member  
Discounted Price**

\$65 Non-Supervisory  
\$85 Supervisors

**Non-Member/Public  
Price**

\$75 Non-Supervisory  
\$95 Supervisors

### About Our Presenter

**Rae Ann Ianniello | HR Business Consultant**

With over 20 years of experience, Rae Ann Ianniello has provided consulting services to over 100 businesses. Her previous background includes working as a Director of Business Development, Human Resources Manager, Corporate Trainer, and College Professor.

Rae Ann holds a master's and bachelor's degree in Communication, two teaching credentials, a certificate in Human Resources Management and a Master Trainer certificate from NUMMI (Toyota affiliate). She is approved by the Equal Employment Opportunity Commission (EEOC) in Oakland, California, to provide compliance training.

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Any questions? Call (925) 960-8506 or email [training@abcnorcal.org](mailto:training@abcnorcal.org)

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