Engage PEO Client Alert:

California Publishes Online Sexual Harassment Prevention Training for Non-Supervisory Employees

In light of the January 1, 2021 deadline for employers with 5 or more employees ***anywhere*** to provide sexual harassment and abusive prevention training to California-based supervisors (2 hours) and non-supervisory employees (1 hour), the California Department of Fair Employment and Housing (DFEH) published its online, interactive training for non-supervisors, which will help employers meet the deadline and comply with the current COVID-19 social distancing guidelines.

Access to Training

Employees can **access the DFEH's online non-supervisory training, with closed-captioned videos, by clicking here** from either a computer or mobile device, including a smartphone. Currently, the webinar is only available in English, but soon the DFEH will publish the online training in Spanish, Chinese, Tagalog, Vietnamese, and Korean.

Certificate of Completion

Covered employers must retain a record of employees' sexual harassment prevention training for at least two years. Therefore, before your employees begin watching the training webinar, please remind them to print a copy of their certificates of completion *before* clicking out of the webinar. Store the certificates in the employees' personnel files.

To ensure compliance with the January 1, 2021 deadline, employers should ensure all **existing** and **new** non-supervisory employees complete the online training ***before*** December 31, 2020.

Managerial Online Training

Per the DFEH's May 20, 2020 announcement (linked **here**), it will publish online sexual harassment prevention training for supervisors in the coming months, and Engage will publish a Client Alert regarding that webinar.

If you have questions regarding California's sexual harassment and abusive conduct prevention training requirements or the DFEH's new training webinar for non-supervisory employees, please contact your Engage HR Consultant.