Engage PEO Client Alert: California

Harassment Prevention Training for Janitorial Services Employers

WHAT'S NEW: Beginning January 1, 2024, under the Janitor Survivor Empowerment Act, companies with at least five employees in California that employ at least one janitorial worker, will need to provide those workers with specialized sexual violence and harassment prevention training once every two years.

WHAT IT MEANS:

Details of the new training requirements are as follows:

- Janitorial workers include workers whose duty is to clean factories, offices, apartment houses, or other establishments, including but not limited to sweeping, mopping, removing trash, providing supplies, minor maintenance services, and cleaning lavatories, showers, and restrooms.
- Exempt from this training requirement include, housekeeping staff, workers who specialize in cleaning machinery, wash windows, clean-up of debris, grounds, and buildings near completion of construction, demolition, or repair work.
- Both supervisory and nonsupervisory janitorial employees are required to have at least two hours of training at least once every two years. For new employees, the training must occur within the first six months of employment.
- The training must be in-person, and employers must use a qualified organization and peer trainers authorized by California's Department of Labor Standard Enforcement for the harassment prevention training. The list is available HERE.
- Janitorial employees who receive training under this new requirement will satisfy the requirement to receive the state mandated sexual harassment prevention training.
- Covered employers will be required to document compliance with the training requirements.

WHAT EMPLOYERS SHOULD DO: California companies that employ janitorial staff should arrange for covered employees to receive the required training.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other HR-related matters.