

DATE: January 9, 2019 **UPDATE:** January 31 (see page 2)



TO: Letter to JPIA Members

FROM: Patricia Slaven, Director of Human Resources and Administration, JPIA

RE: New California law on sexual harassment training requirement for all staff

As many of you have heard, the California Legislature passed a bill last year, signed by the governor, which expands the employer's requirements for training staff on sexual harassment prevention. Not only must all supervisors and managers attend the class every two years, but now all staff are required to do so. Although the law only requires a one-hour session for non-managers, they need to be trained by 2020. It is a requirement you will need to plan on addressing in the coming year.

The JPIA supports 317 agencies through our liability program. Over the past 13 years, since the original law was passed, JPIA has been able to help many of those agencies meet the need for the required training (SB1825) for managers through in-person trainings, webinars, TargetSolutions courses and a new e-Learning module. As you can imagine, we simply don't have the personnel to support every agency with in-person training for this additional large population. The good news is we have a variety of resources to share with you to help meet this compulsory training, whether for supervisors or staff. Please refer to the listing below. As always, we are here to support you and believe that these options are viable methods to keep you in compliance with the new law. Of course, we will help where we can, but most agencies will need to coordinate their own solution. Best wishes and please reach out to me if you have any questions.

All resources below currently offer Sexual Harassment Prevention Training for Managers (AB1825), using same method of access listed. Here are the options for the *staff level class* which will meet the new requirements (SB1343):

Resource	Method of Delivery	When Available	How to Access	Cost
TargetSolutions	On-line	Mid-year	JPIA Website user: JPIAmember, pswd: water	No cost
Kantola Online	On-line	Now	JPIA LMS Use search box with word 'sexual'	No cost
MHN (EAP)	In-person	Now	training@acwajpia.com	No cost – only for those enrolled in MHN through JPIA
CPS-HR	In-person	Now	CPS website	JPIA negotiated reduced prices for members
Dept. of Fair Employment & Housing	On-line	Mid-year	DFEH website	No cost

Additional information on the new law and how to comply, including FAQ's, is available on the [DFEH website](#).

January 31, 2019 Update

There seems to be some confusion as to who should be trained in 2019 on the topic of Sexual Harassment Prevention of a one-hour duration. I have seen a lot of differing opinions about the new law. After consulting our own counsel and the California Chamber of Commerce (who sought clarification from DFEH), the JPIA feels that the new law requires all staff to be trained in 2019 in a session of one hour duration, supervisors and non-supervisors alike. It does not require that all supervisors complete the required 2-hour training again if it is not the year in which they are due.

Therefore, JPIA recommends that you have all employees attend a one-hour session together (no separation of supervisors) so that everyone hears the same message and it brings you compliant with the law. This needs to be done by the end of the year. Then, if your supervisors are due for the regular 2-hour session (every other year), you would need to schedule that, according to your timing.

A convenient way to accomplish this training is by utilizing the resources mentioned above, or by organizing your staff to attend a live webinar as a group. JPIA has added a number of webinars to the calendar and invites you to take advantage of these to meet this requirement. More will be added if the need arises.

JPIA WEBINARS:

Topic	Date	Time
Sexual Harassment Prevention for all Staff (SB1343)	May 15, 2019	9:00 – 10:00am
	June 18, 2019	7:30 – 8:30am
		1:00 – 2:00pm
	Sept. 24, 2019	8:00 – 9:00am
		2:00 – 3:00pm
Sexual Harassment Prevention for Managers (AB1825)	April 4, 2019	10:00am – 12:00pm
	August 8, 2019	2:00 – 4:00pm

Webinars are offered to JPIA members at no cost. Registration is required for the webinars. If attending as a group, only one person needs to register and then run the webinar; all participants will need to sign a roster to attest they attended.

Please [register here](#) and call (800-231-5742) or email (training@acwajpia.com) the JPIA Training department with any questions. We are here to help.