

The HRTrain Connection

California Delays Deadline for Employee Sexual Harassment Prevention Training

Greetings!

Effective August 30, 2019, the State of California is giving employers more time to complete mandatory sexual and discriminatory harassment prevention training for non-supervisory employees. In signing Senate Bill No. 778 Chapter 215, California Governor Gavin Newsom has extended the training deadline for non-supervisory employees to January 1, 2021.

"Previously, employers were required to provide at least two hours of interactive training in sexual and discriminatory harassment prevention to all supervisory employees in California every two years," explains Rena Cohen Kozin, vice president of sales for HRTrain. "Employers now are required to provide non supervisory employees with at least one hour of interactive training in sexual and discriminatory harassment prevention by January 1, 2021, and, after that, once every two years."

You can find the full text of the California bill [here](#).

Spotlight on Training



Certain factors can make a workplace more vulnerable to potential violence - location, time of day, working with unstable people, cash transactions - so it's important to recognize that any workplace can become unsafe.

This course explores what workplace violence is, how to prevent it, and what to do if it should happen in your organization.

[Preview the Demo](#)

Stay on Track

Timeline for Sexual Harassment Prevention Training

- **Connecticut:** starting Oct. 1, 2019 (non supervisory)
- **Illinois:** Jan. 1, 2020 completion deadline (supervisors and non supervisory)
- **New York:** Oct. 9, 2019 completion deadline (supervisors and non supervisory)
- Know someone who'd like to receive *The HRTrain Connection*? [Let us know!](#)



Coming Down the Line

- **Spanish Versions** of HRTrain's Harassment Prevention Training
- **Abuse and Molestation Training:** Identifying Abuse and Neglect, Taking Action, and Providing Support
- **Additional Scenario Choices** for HRTrain's Harassment Prevention Training

