



## 2018 Legally Required Harassment Prevention Training - Sacramento

### Event

California New Car Dealers Association  
1517 L Street  
Sacramento, CA 95814

8.02.18

9:00 a.m. - 11:00 a.m. & 11:15 a.m - 12:30 p.m.

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In the wake of many recent high profile sexual harassment and bullying claims, there is no doubt that employees, attorneys, government agencies, and the press will continue to focus their attention on these important issues. Harassment and bullying can quickly go viral and cause devastating results both inside and outside of the workplace. You may have the right policies in place, but now is the time to revisit training and assess your organization's culture to ensure that you are providing not only a workplace free of harassment, but also one that encourages and demands respect and inclusion.

In addition to being a legal risk to your organization, harassment also lowers morale, decreases productivity, and can cost you good employees. Join us to learn how to identify harassment, what to do when faced with allegations and practical solutions aimed at keeping your company out of the courts and out of the news.

**Anti-harassment training for supervisors is required by law. AB 1825** requires that **all California** employers with **50** or more employees provide at least two hours of anti-harassment training. The recent passage of **SB 396** makes California the first state to require that harassment training cover gender identity, gender expression, and sexual orientation. This workshop is a cost-effective way to provide this mandatory training to supervisors. The training **is** interactive **and** practical, teaching supervisors **essential management skills while discussing the legally** required harassment related topics. Classes will be taught by Fisher Phillips attorneys have experience in this area of the law and are well known for their practical and engaging training programs.

Who is required to attend:

- Supervisors every two years

- Supervisors – every two years
- New Supervisors – within 6 months of promotion
- Anyone who hires, fires, disciplines, and/or directs the work of one or more employees.

The seminar will cover:

- Explanation of Protected categories
- SB 396 requirements
- Types of harassment and bullying
- Responsibility of supervisors and companies
- How to conduct an investigation
- Best practices

### **PLUS: Attend an additional “Train the Trainer” Session**

*This session is designed for human resources professionals who are experienced in the area of sexual harassment training and investigations. Participants of the Train the Trainer are required to attend the initial training session from 9:00 a.m.-11:00 a.m., which will be followed by the Train the Trainer portion from 11:15 a.m.-12:30 p.m.*

### **Cost:**

Harassment Training Seminar: \$95 per person or \$85 if two or more individuals from the same company attend. Includes a PDF of the PowerPoint presentation.

Harassment Training Seminar PLUS the Train the Trainer Session: \$250 per person for both sessions. Includes all training materials, and a link to a PowerPoint presentation that can be used and modified for your company’s training.

For additional information, please contact Jennifer Barry-Smith at [jbarry-smith@fisherphillips.com](mailto:jbarry-smith@fisherphillips.com)

\*This event has been approved for HRCI and SHRM credits.

### ***Related Offices***

Sacramento