

**Employers in California Beware-
Law Makes Supervisory Sexual Harassment Training Mandatory!**

On September 29, 2004, California Governor Schwarzenegger approved Bill- AB 1825 which places new requirements on employers with respect to sexual harassment training and education. Although existing law makes sexual harassment unlawful and requires every employer to provide a workplace free of sexual and other forms of harassment, the law mandates certain sexual harassment training for all private and public sector employees with fifty or more employees.

Specifically, the law requires covered employers to provide at least two hours of sexual harassment training and education to all supervisory employees every two years. Newly hired supervisors must be trained within six months after the commencement of their employment.

Proper training will include effective classroom and/or interactive sessions, information and practical guidance regarding federal and state laws concerning the prevention and correction of sexual harassment, as well as information regarding remedies available to employees who believe they are victims of sexual harassment in the workplace. The training must be completed by trainers with knowledge and specific expertise in this area of the law.

Although the law addresses sexual harassment training only, it is recommended that all employers also follow these guidelines in conducting other anti-discrimination training and awareness programs.

If you have any questions regarding the new law or wish to discuss development of a sexual harassment training program for your company, please contact Dick Semerdjian of our Employment, Benefits and Labor Practice Group.