

Harassment Training Market Overview

California Mandatory Harassment Training Requirement Law for Small Businesses (SB1343).

Many employers who have never had to worry about harassment prevention training will now need to provide it for every employee, including those that speak Spanish.

- Employers with five (5) or more employees must provide sexual harassment prevention training – training must be provided once every two (2) years.
- Training has to be provided not just to managers and supervisors, but also to owners and ALL non-supervisory employees.
- Two (2) hours of training for managers, supervisors & owners and one (1) hour of training for non-supervisory employees (SB1343).
- Promoted or new employees must be trained within six (6) months of the promotion date or date of hire.
- Seasonal and temporary employees, or any employee hired, must be trained within thirty (30) calendar days after the date of hire or within one-hundred (100) hours worked, whichever occurs first.

On-Line:

Cloud, Minturn & Associates, LLC (CMA): Owners, Managers & Supervisors: \$20.00 Each

BEST VALUE

Employees: \$10.00 Each

- Training includes English & Spanish
- Easy-to-use dashboard allows for easy tracking of employee course completion
- System issues certificates of completion

Option 1: Self-Administer: After paying the above fees instructions will be provided on how to set-up and track (Includes loading in the managers and employees into the training system, monitoring their progress and providing status reports).

Option 2: For an additional fee, \$150 - \$300 depending on size of group, CMA will set-up and track (Includes loading in the managers and employees into the training system, monitoring their progress and providing status reports).

**** In some instances, this harassment training can be obtained, along with additional human resource services, at no additional out-of-pocket expense to your company, please ask for details.**

Cal Chamber: Each Supervisor/Manager: \$34.99 (Non-Member) / \$27.99 (Member)
Each Employee: \$21.99 (Non-Member) / \$17.59 (Member)

Group Session (On-Site):

Attorney: Two 1 Hour Sessions: \$1,950* (Same Location): The first hour includes both staff, owners, managers and supervisors. The second hour is for owners, managers and supervisors only.

* Plus Travel

** Spanish Quoted Separately

Cloud, Minturn & Associates, LLC (CMA)

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