



## Memorandum

TO: To Our Clients

FROM: Levinson Arshonsky & Kurtz, LLP

DATE: March 27, 2019

RE: New Sexual Harassment Training Requirement For ALL Employees

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Previously, only employers with 50 or more employees were required to provide two hours of sexual harassment training for managers and supervisors every two years. However, newly enacted legislation (SB 1343/Government Code §12950) now imposes an additional training requirement for all employees, including temporary or seasonal workers.

Employers with at least five employees must provide:

- at least 1 hour of interactive sexual harassment training to all non-supervisory employees;
- at least 2 hours of interactive sexual harassment training to all supervisory employees.

This training must be provided by January 1, 2020 and repeated every two years. Our experience has been that these types of trainings serve to improve workplace morale and can troubleshoot or alleviate areas of potential exposure for employers.

Our employment law partner, Jennifer Raphael Komsky, regularly conducts these trainings for companies of all sizes and industries. Please contact Jennifer directly for an estimate and more information about the training.

This material is for informational purposes only and does not constitute legal advice. If you have any questions regarding these new laws and applicability to your business, please contact:

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