



SCHOOL & COLLEGE LEGAL SERVICES OF CALIFORNIA

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LEGAL UPDATE

April 13, 2017

**To: Superintendents/Presidents/Chancellors, Member Community
College Districts**

**From: Carl D. Corbin *CDC*
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**Subject: District Board Trustees Are Required to Receive Sexual
Harassment Prevention Training
Memo No. 11-2017(CC)**

As a gentle reminder, our office would like to remind our clients that the two hours of sexual harassment prevention training every two years requirement for district supervisors applies to community college district board trustees.

Government Code section 12950.1 requires private employers with 50 or more employees or any California public sector employer (such as school districts), regardless of the number of employees, to ensure that all “supervisors” receive at least two hours of effective interactive training and education regarding sexual harassment prevention every two years.

“Supervisors” is defined under California Government Code section 12929(s) as:

“... any individual having the authority, in the interest of the employer, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to direct them, or to adjust their grievances, or effectively to recommend that action, if, in connection with the foregoing, the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment.”

District board trustees have the ultimate authority to hire and fire district employees and therefore they meet the definition of “supervisor.”

Based on the above, our office encourages our clients to ensure that their district board trustees receive at least two hours every two years of sexual harassment prevention training. This training may either be in a classroom setting and/or



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through an internet-based seminar.

Please contact our office with questions regarding this Legal Update or any other legal matter.

The information in this Legal Update is provided as a summary of law and is not intended as legal advice. Application of the law may vary depending on the particular facts and circumstances at issue. We, therefore, recommend that you consult legal counsel to advise you on how the law applies to your specific situation.

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