



# SCHOOL & COLLEGE LEGAL SERVICES OF CALIFORNIA

## LEGAL UPDATE

*A Joint Powers Authority  
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**To: Superintendents/Presidents/Chancellors, Member Community  
College Districts**

**From: Carl D. Corbin, General Counsel** *CDC*

**Subject: SB 1343 – Sexual Harassment and Abusive Conduct Prevention Training  
ADDENDUM to Memo No. 16-2018(CC) - REVISED**

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This Addendum to Legal Update No. 38-2018 – Revised is provided as a gentle reminder that SB 1343 requires private employers (with five or more employees) and public employers such as, but not limited to, school districts, county offices of education, charter schools, and community college districts to provide training **to all staff between January 1, 2019, and January 1, 2020, on sexual harassment and abusive conduct prevention.** At least two hours of effective interactive training must be provided to supervisors and at least one hour of effective interactive training must be provided to non-supervisors during 2019. Employees who were trained prior to January 1, 2019 will need to be retrained.

After January 1, 2020, supervisors must receive at least two hours of effective interactive training every two years within six months of their assumption of a supervisory position.

After January 1, 2020, non-supervisors must receive at least one hour of effective interactive training every two years within six months of their assumption of a non-supervisory position.

For more information on the training requirements, please see the following link to the Department of Fair Employment and Housing (“DFEH”): [https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/12/SB\\_1343\\_FAQs.pdf](https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/12/SB_1343_FAQs.pdf).

Please contact our office with questions regarding this Legal Update Addendum 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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