



A Joint Powers Authority
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LEGAL UPDATE

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**Subject: SB 778 Extends Sexual Harassment Prevention Training
Deadline by One Year
Memo No. 12-2019(CC)**

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As previously referenced in our Legal Update 16-2018, Senate Bill (“SB”) 1343 required 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 on sexual harassment and abusive conduct prevention to all staff. The training must include at least two hours of effective interactive training for supervisors and at least one hour of effective interactive training for non-supervisors. SB 1343 required the training to be provided by January 1, 2020, and every two years after.

On August 30, 2019, the Governor approved SB 778¹, which extends the sexual harassment and abusive conduct prevention training deadline for all staff to January 1, 2021, and every two years after.

For those agencies that have already provided the training during the year 2019, the training does not have to be completed again for two years.²

As a gentle reminder, new non-supervisory employees are to receive the training within six months of hire and new supervisors are to receive the training within six months of the assumption of a supervisory position.³

Please contact our office with questions regarding this Legal Update or any other 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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¹ As “urgency legislation” SB 778 took immediate effect.

² Government Code § 1290.1(a).

³ *Id.*