



# SCHOOL & COLLEGE LEGAL SERVICES OF CALIFORNIA

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## LEGAL UPDATE

December 8, 2020

**To:** Superintendents, Member School Districts (K-12)  
**From:** Kaitlyn Schwendeman, Assistant General Counsel *KAS*  
**Subject:** **REMINDER: January 1, 2021 Deadline for Sexual Harassment  
Prevention Training**  
**Memo No. 73-2020**

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Our Office is issuing this Legal Update as a gentle reminder to Local Education Agencies (“LEAs”) of their obligation to ensure that all staff receive sexual harassment and abusive conduct prevention training.

As we have previously shared with LEAs, all private employers with at least five (5) employees and all public employers are required to ensure that all employees receive training in sexual harassment and abusive conduct prevention. 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 778 (enacted in 2019) extended the deadline to complete this training to January 1, 2021.

**The deadline to complete this training for all employees is January 1, 2021.** For those agencies that have already provided the training during the years 2019 or 2020, the training does not have to be completed again for two years.<sup>1</sup>

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.<sup>2</sup>

**We are offering the following workshop to assist with meeting this requirement:**

**Title:** Sexual Harassment and Abusive Conduct Prevention Training

**Date:** December 18, 2020

**Time:** 2:00 p.m. – 4:00 p.m.

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<sup>1</sup> Government Code § 1290.1(a).

<sup>2</sup> *Id.*



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**Location:** Zoom

**Information:** This two hour combined workshop satisfies the SB 1343 and Government Code section 12950.1 sexual harassment prevention training requirement for supervisors. The first hour of the workshop also satisfies the SB 1343 and Government Code section 12950.1 training requirement for all non-supervisors.

To register for this workshop please complete the form on our website at: <https://sclscal.org/workshop/sexual-harassment-and-abusive-conduct-prevention-training-k-12-ccd/>, or contact us at 707-524-2690 or [santarosa@sclscal.org](mailto:santarosa@sclscal.org).

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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