

**Palmer Kazanjian Wohl Hodson LLP
Offers Prohibited Harassment Training to Comply with California Legislation**

As most California employers are aware, for several years state legislation has required certain employers to train and educate supervisory staff regarding sexual harassment.

Briefly, California Government Code section 12950.1 provides that employers employing 50 or more employees must:

(i) provide supervisory employees sexual harassment education and training at least once every two years; and

(ii) the education and training must include at least two hours of classroom or other effective interactive training and education regarding sexual harassment.

As most commenced training in the year the legislation was enacted, this year is when many employers need to update their training. Of course, the idea of training supervisory employees on prohibited harassment and discrimination is not new. PKWH has recommended and conducted harassment training for some time. The state legislation only provides a greater incentive for some employers to conduct the training on a regular basis.

To assist our clients and other California employers in meeting the statutory requirements, our firm continues to offer its existing training and educational services. We offer two training options:

In-house Training. This is developed specifically for each employer. The fee for this is negotiated based on the needs of the employer. Our attorneys develop and present the training to the workforce. The training can be designed for supervisory or regular staff. Typically the training is

conducted at the employer's facility.

Group Training. This is designed to meet the statutory requirements noted above, and involves multiple employers meeting at the same location for the training session. A fee is charged per attendee with a discount provided to multiple attendees from the same employer. The training is for supervisory staff only and is conducted at a designated site away from the employer's facility. Dates and times for these trainings will be distributed separately.

We anticipate that these two training options will meet the needs of our clients and other California employers.

If you are interested in our In-house Training, please contact any of our attorneys to develop the appropriate training sessions.

We look forward to serving you.



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