

BARKER OLMSTED & BARNIER

A PROFESSIONAL LAW CORPORATION

Sexual Harassment Prevention Training

Barker Olmsted & Barnier, APLC offers interactive training, presented to both management and staff, tailored to each company's Sexual Harassment Prevention Policy.

Participants learn to identify sexual harassment, become familiar with company policy, and discover what to do if they witness, experience, or receive a complaint of harassment.

Workshops are offered in-house and fulfill the legal mandates of state and federal law. Each two-hour workshop entails a presentation by Mr. Olmsted, interactive Q&A, and reference handouts.



Complies with
California
SB 1825
Supervisor
Training Law
as well as the
new FEHA
training
regulations.

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Frequently Asked Questions

Q : Is sexual harassment training mandatory?

A : Yes, for some employers. Training mandated by the California Fair Employment and Housing Act only applies to companies that regularly employ at least 50 employees or regularly receive services of at least 50 persons pursuant to a contract (i.e., independent contractors.)

Q : Should I provide sexual harassment training to supervisors even if my company employs less than 50 employees?

A : Doing so may be a smart choice. Because an employer is strictly liable for sexual harassment by its supervisors, it is particularly important that supervisors are familiar with the nuances of sexual harassment law. Moreover, if an employee makes a sexual harassment claim, evidence of a training program designed to prevent harassment may strengthen the employer's legal defenses.

Q : How often must supervisors receive sexual harassment training?

A : California law mandates that all supervisors must receive training regarding sexual harassment every two years. Newly hired or promoted supervisors must receive training within six months of hire or promotion.

Q : Should non-supervisory staff receive sexual harassment training too?



A : While the law does not mandate training for non-supervisory staff, there are good reasons for doing so. The risk of liability can be minimized by a company where all employees know what to do if they experience or witness sexual harassment. Employers stand a much better chance of heading off a lawsuit where there is early intervention in response to a concern raised by an informed employee. Cases where there is long-term, unreported harassment tend to result in costly legal problems. Moreover, if an employee files a sexual harassment claim, evidence that the employee received training on the company's harassment policy, yet failed to report the misconduct, may provide another helpful legal defense.

Supervisor Workshop

The firm's workshop for supervisors complies with California training standards. It is intended to ensure that your supervisors not only understand the law but also their role and duties in preventing harassment, as well as understanding the proper procedures should a complaint be filed.

Staff Workshop

The firm's workshop for staff informs non-supervisory employees of your pledge to maintain a harassment free work place. Employees will learn the law, the firm's policy, and the procedures in place to protect their rights.

These workshops are not only educational, but also evidence your company's pledge to prevent sexual harassment and respond to complaints. This can be an important factor if a court needs to decide whether or not there is employer liability.

The Importance Of Having An Updated—And Communicated—Written Sexual Harassment Policy

If you do not currently have a written sexual harassment policy in place, we can work with you to create a policy with implementation and review procedures tailored to your company and designed under California law. If you have a harassment policy but are not sure it is sufficient or is being properly communicated or implemented, we can review your policy and help you make appropriate changes, if necessary.

Schedule Today — Competitive Rates

To inquire about our rates and schedule training sessions, contact Mr. Olmsted's assistant Nicole Ranny-Schard by calling (619) 682-4040 or via email, nrs@barkerolmsted.com.

About Christopher W. Olmsted, Esq.

Mr. Olmsted is an attorney and member of the law firm Barker Olmsted & Barnier, APLC. He has extensive experience in labor law compliance and employment litigation. Mr. Olmsted has represented clients in state and federal jury and bench trials, and appeals before California state and federal courts of appeal. He frequently authors articles and presents lectures on employment law. He can be reached at (619) 682-4820 or via email, cwo@barkerolmsted.com. Visit www.barkerolmsted.com.