

Sexual Harassment and Abusive Conduct Prevention Training

S.B. 1343 – Effective January 1, 2019

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Requires that all employers of 5 or more employees provide 1 hour of sexual harassment and abusive conduct prevention training to non-managerial employees and 2 hours of training to managerial employees once every two years. Trainings must include harassment based on gender identity, gender expression, and sexual orientation and to include practical examples of such areas. Our training partner, EVERFI provides all content required by law.

All who work in the Diocese of Oakland are employees of the Bishop of Oakland, regardless of the size of your staff at your location. There is no requirement that the 5 employees work at the same location. **The DFEH description of employee includes full time, part time, and temporary employees. Sites are required to complete all the sections of the spreadsheet for independent contractors as well.**

By what date must employees be trained?

Both managerial and non-managerial employees must receive training by January 1, 2020. After January 1, 2020, employees must be retrained once every two years.

What if someone trained as late as December 2018?

The law requires that employees be trained during calendar year 2019. Employees who were trained in 2018 or before will need to be retrained.

Is there a cost for the training?

The Diocese of Oakland will pay for the training for all employees. The Safe Environment office will collect all data; monitor and oversee all trainings.

Who should be listed on my spreadsheet?

All clergy (Deacons and Priests), religious sisters and brothers, all lay employees, and independent contractors at your location. No matter how many hours they work.

Do I need to provide work time for completion of the training?

Yes. The language of the law is clear: employees may NOT be required to take such training during their personal time; the training must be “provided” by the employer as part of an individual’s employment.

How long is the training and do my part-time employees need training?

Training is 2 hours for managerial employees and 1 hour for non-managerial employees. All employees regardless of number of hours worked per week must receive training; including those who work very part-time hours i.e.: 1-2 hours per week. All those who receive pay at your location including those independent contractors must be listed on the spreadsheet.

Thank you!