



## Frequently Asked Questions

### Which employers must comply?

“Employers” that must comply with AB 1825 include the following:

1. any person/entity engaged in any business or enterprise in California, who employs 50 or more employees (regardless of where those employees are based), and
2. the state of California, counties, and any other political or civil subdivision of the state and cities, regardless of the number of employees.

### Who must be trained and when?

- All California-based supervisors must receive two hours of training in the prevention of sexual harassment every two years.
- Newly promoted supervisors must be trained within six months of hire or promotion and every two years thereafter.

### What are the requirements of the training?

- Training must be effective and interactive.
- Can be classroom or online training (e-learning or webinars) which may include audio, video, or other technology.
- Must include questions that assess learning, skill-building activities, and numerous hypothetical scenarios about harassment, each with one or more discussion questions so that supervisors remain engaged in the training.
- Must be at least two hours in length.

### Does e-learning meet the requirements of AB 1825? If so, what are the specific requirements for e-learning?

Yes. “E-learning” is named in the regulations as one of the acceptable formats for harassment training. However, in order to satisfy the requirements, e-learning must offer a direct link to a subject matter expert who can answer questions and provide guidance and assistance on harassment training issues within a reasonable period of time, no more than two business days after the question is asked. Also, in the case of e-learning, the program must take no less than two hours to complete.

### Describe Syntrio’s AB 1825 solution.

Syntrio’s AB 1825 course is effective and interactive including numerous exercises, examples, hypothetical scenarios, and skill-assessments. It also has a mentoring feature that allows students to ask questions directly via e-mail. The course also features a timer which paces the learners through the training and ensures that he or she does not complete the program in less than two hours. Syntrio’s built-in tracking system makes administration and compliance reporting simple and efficient.

### Can AB 1825 training include content regarding forms of harassment other than sexual harassment?

Yes. AB 1825 specifically notes that training on other forms of harassment, discrimination, and retaliation can be included within the required two hours. Syntrio also offers many additional courses related to equal employment opportunity and strongly recommends training extensively in other areas such as the following:

- Preventing Employment Discrimination (E.E.O.)
- Understanding and Preventing Discriminatory Harassment
- The Family Medical Leave Act
- Valuing Diversity