

# DOWNLOAD PDF SEXUAL HARASSMENT NEW ROLE/NEW RULES INSTRUCTOR GUIDE AND VIDEO

## Chapter 1 : Notice of Interruption - Anchorage Daily News

*1 Sexual Harassment: New Roles, New Rules Video Program Leader's Guide In this course, the participants will examine male and female roles in the workplace, how.*

Sexual Harassment Training Requirements for California Supervisors AB State law requires California employers to provide supervisory employees with 2 hours of interactive sexual harassment training and education every 2 years CA Govt. The requirement covers employers with 50 or more employees or contractors in any 20 consecutive weeks in the current or preceding calendar year. There is no requirement that the 50 employees or contractors work at the same location or that all work or reside in California. The revised regulations take effect August 17, 2017. Employers are required to train supervisory employees located in California, but not those who supervise California employees from a location outside the state. Newly hired or promoted supervisors must receive training within 6 months of assuming supervisory responsibilities and every 2 years thereafter. According to the FEHA, a supervisor is a person who has the authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or who has the responsibility to direct employees, adjust their grievances, or effectively recommend that action. Training Format and Content Training format. The content of classroom and online seminar training programs must be created and taught by a trainer as defined in the regulations. See Trainers in this section. E-learning programs must be created by a trainer and an instructional designer who has expertise in current instructional best practices. Other types of technology e. The training and education must include information and practical guidance about federal and state provisions on the prohibition against and the prevention and correction of sexual harassment, as well as remedies available for victims of sexual harassment. The training should include practical examples of what is considered sexual harassment, along with instruction about the prevention of harassment, discrimination, and retaliation. Human resources professionals or harassment prevention consultants working as employees or independent contractors who have 2 or more years practical experience in one of the following: The training must be conducted by trainers or educators with knowledge and expertise about the subjects required. According to the regulations, to be a trainer or educator, a person must have the training and experience to train supervisors on: A trainer must be available to answer questions from training participants. This requirement applies to classroom, e-learning, and online seminar training programs. In e-learning programs, after a trainee submits a question through the link provided for that purpose, a trainer must provide an answer within 2 business days. Training by previous employer. Given the difficulties involved in proving such compliance, employers may want to include the newly hired supervisory employees in their training and education program within 6 months after being hired. A claim that the training and education required did not reach a particular individual or individuals does not in and of itself make an employer liable in a suit brought by a present or former employee or applicant alleging sexual harassment. The requirements set a minimum threshold, and employers are encouraged to implement more elaborate or frequent training measures. DFEH is empowered to receive and investigate complaints, to issue subpoenas and interrogatories, to conciliate, to prosecute cases before the Commission, and to take court action to enforce the orders of the Commission. The Commission is authorized to conduct hearings and issue administrative decisions and to issue regulations interpreting the provisions of the FEHA.

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## Chapter 2 : On sexual harassment in IT and the workplace (long but it's important) : sysadmin

*Forbes Travel Guide Dining & Drinking Navigating The New Rules Of Sexual Harassment. ADP BRANDVOICE. Make sure that they address the role of bystanders. "You want bystanders to be able.*

Here is what you need to know about the latest efforts to address sexual harassment issues: September 6, By September 6, , all New York City employers must display a new poster designed by the New York City Commission on Human Rights and provide employees an information sheet at the time of hire addressing the subject of sexual harassment. A Spanish language version must also be posted, but the New York City Commission on Human Rights has not yet issued its approved Spanish language version. The information sheet is almost identical to the poster. Click here for a copy. Instead of distributing this fact sheet, employers can satisfy the law if they incorporate the same language in their employee handbooks or in a separate policy that they distribute to employees. October 9, New York state employers must provide employees with a written sexual harassment prevention policy against harassment that includes a "standard complaint form" that employees can, but are not required to, use. Although employers are free to adopt their own policies, the State Division of Human Rights and Department of Labor will be publishing model policy and complaint forms and posting them on their websites in the near future. A draft policy and model complaint form are open to public comments until September 12 and can be viewed here. Acceptable harassment policies must meet the following requirements: Employers operating in both New York state and New York City should consider whether to combine the state and city requirements into one consolidated policy statement. October 9, October 9, , marks the start of an annual training requirement of all employees in New York state. Although the training must be interactive, it need not involve a live or in-person instructor. Employers may provide such training through computer or online instruction as well as by audio-visual materials. To be acceptable, the training must: Under the state requirements, all employees will have to be trained once by October 9, , but companies bidding for state contracts on or after January 1, , will be required to certify not only that they have a written policy in place to address sexual harassment prevention, but that they have already provided annual sexual harassment training to all of their employees. The city will be publishing a model program that employers will be able to use if they supplement it with training on their internal complaint processes. Employers who develop their own programs should include the following elements: New York City will require employers to keep records of the training, including signed employee acknowledgments. These records must be maintained for three years. Actions you should take now: Download the poster and post it immediately wherever notices to employees are normally posted. Download the fact sheet and provide a copy to newly hired employees until you decide whether to include all of this information in your employee handbook. Review your existing handbook to make sure it complies with these new requirements as well as a variety of other laws that have gone into effect since your handbook was last revised. Decide how you want to implement the new annual training requirements. Consider whether to outsource this effort or whether to train the trainers within your existing workforce. Assign recordkeeping responsibility so that you can demonstrate compliance if and when called upon to do so. The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.

## Chapter 3 : ODT Instructors

*This video focuses on making the workplace a comfortable environment for all people. By addressing the concerns of both men and women regarding the current issues of sexual harassment, this video helps defuse the tension which surrounds this topic and allows your participants to deal with the subject.*

## Chapter 4 : New York Sexual Harassment Laws Are Top Notch

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*The training is part of Mayor Bill de Blasio's Stop Sexual Harassment in NYC Act, signed into law in May, which is a package of bills aimed to address and prevent sexual harassment in the workplace.*

### Chapter 5 : Twitter Launches New Crackdown on Sexual Harassment, Hate Content After Boycott

*Classroom & Instructor-Led Training DVD for Preventing Sexual Harassment Our Instructor-Led Classroom Training Program offers both Instructor-Led and self-running options. The Instructor-Led material is available in two versions, described below.*

### Chapter 6 : Required Courses

*By September 6, , all New York City employers must display a new poster designed by the New York City Commission on Human Rights and provide employees an information sheet at the time of hire addressing the subject of sexual harassment.*

### Chapter 7 : Sexual harassment: What managers need to know - Business Management Daily

*The University of Alabama suspended Stephen Black, who is the founder of an AmeriCorps program and teaches at the University of Alabama, after he admitted to sending inappropriate text messages to.*

### Chapter 8 : Sexual Harassment Training

*The department projected that colleges and universities currently conduct an average of sexual harassment investigations each per year, and that under the new rule, the figure would fall to 0.*