

## California Sexual Harassment Training Compliance Deadline Extended



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*(Photo Source: YourPeople, Inc.)*

On Friday, August 30, 2019, Governor Newsom signed SB 778—a welcome one-year extension for employers to provide sexual harassment training to employees. SB 778 amends Government Code section 12950.1, extending the time for employers with five or more employees to provide one-hour of sexual harassment training and education to all non-supervisory employees and for employers with 5-49 employees to provide two hours of such training and education to supervisory employees. Previously, section 12950.1 required employers to provide the training by January 1, 2020. Under the amendment, employers will now have an additional year—**until January 1, 2021**—to provide the sexual harassment training. An employer who has already provided the training and education to employees in 2019 is not required to provide the refresher training and education again until two years thereafter. The bill included an “urgency clause” which means it went into effect immediately.

Employers who would like to view the amendments to Government Code section 12950.1 can [find a redline reflecting the changes here](#).

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