



**TOLMAN | WIKER**

An AssuredPartners Agency

LOSS PREVENTION WEBINARS

## Preventing Sexual Harassment & Bullying for Supervisors

9:00 AM to 11:30 AM in English

Please join us as we delve into one of the most important topics of our era, the prevention of sexual harassment. While **AB 1825** established the relevant training for supervisors in companies that have 50 or more employees, **SB 1343** lowered the employee threshold. The law now requires that all current and new supervisors of employers with 5 or more employees attend training for a minimum of two-hours on the prevention of sexual harassment. The training must be conducted within 6 months of hire or of their promotion. **AB 2053** requires that the training cover **Abusive Conduct** (bullying) as part of the mandatory topics while **SB 396** requires that the training include gender identity, gender expression and sexual orientation & that employers post the new transgender rights DFEH poster. We will review the above items and the DFEH mandated revisions to the written policy against sexual harassment which took effect as of **April 1, 2016**. Attendees must be present for the entire webinar to receive a certificate of attendance, sorry no exceptions.



**Speaker:**

**GILBERT J. CERVANTES**

Vice President, Loss Prevention,  
Safety & Health

If you have any questions or to register for this **FREE WEBINAR** please contact Cassie Mosman via email - [cmosman@tolmanandwiker.com](mailto:cmosman@tolmanandwiker.com)

For additional info on our services visit our website at:  
<http://tolmanandwiker.com/resources/>

**SB 1087 Farm Labor Contractors went into effect on 1/1/15:** (Labor Codes 1684, 1685 & 1690) "The bill requires an applicant for licensure as a farm labor contractor to execute a written statement attesting that the person's supervisory employees have been trained in the prevention of sexual harassment, as provided. They must also execute a written statement, that has been provided to the Labor Commissioner, attesting that the person's supervisory employees, including any supervisor, crew leader, foreperson, or other employee whose duties include the supervision, direction, or control of agricultural employees, have been trained at least once for at least **two hours each calendar year** in the prevention of sexual harassment in the workplace." Failure to do so can result in the revocation, suspension, or non-renewal of the Farm Labor Contractor License.

**This is a complementary webinar with no charge to attend for clients of Tolman & Wiker Ins. There is a \$150.00 fee for all others. You must register to reserve your seat!**

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Once you have registered you will be sent the log in link and call in information to the webinar a day prior to the date of the webinar.

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