

AB 1825 Q&A

Stephen Anderson was invited to present a demonstration of Anderson-davis, Inc.'s sexual harassment eLearning courses, March 1, at SCERT- Southern California Employers RoundTable.

In attendance was Suzanne Ambrose, Director of Department of Fair Employment and Housing. The following questions were raised about AB1825 training requirements. We think you will find her responses helpful. (her answers to these questions are paraphrased)

Question: We want to use eLearning to meet AB1825 two-hour training requirement. What if one supervisor takes 2 1/2 hours and another only takes 45 minutes?

Answer: The training requirement is TWO HOURS.

Question: Can we include other types of harassment content in our two-hour sexual harassment training program?

Answer: The training requirement is two hours of sexual harassment training. You can add additional harassment content to a longer training program.

Question: Can we use eLearning to deliver the two hour required sexual harassment training?

Answer: The training must be interactive and provide the supervisors with an opportunity to ask questions, and receive feedback, in a reasonable time. The eLearning courses should include: scenario dramatizations, not just text; the employer's policy; a link to HR/EEO/Personnel Department; and a process to quickly answer supervisor's questions.

Question: What does interactive mean?

Answer: The training program should provide role-plays, dramatizations, etc. that will assist a supervisor in learning how to determine when behavior becomes sexual harassment. The supervisor should also be able to learn and practice skills for resolving sexual harassment situations. Just showing a video and giving a quiz is not enough.

Question: Does an attorney have to deliver the training?

Answer: Just because a person is an attorney, in HR, or a consultant, does not automatically qualify her/him to deliver this training. When selecting a trainer, identify their specific experience and qualifications for delivering interactive sexual harassment training to supervisors.

Question: Can we use a combination of training approaches, like eLearning and classroom?

Answer: Yes. For example, an employer can have their supervisors take a one-hour eLearning course and then attend a one-hour sexual harassment training program delivered by HR or a vendor.

For additional information about Anderson-davis, Inc.
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