

# WACA ALERT

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## Sexual Harassment Prevention Training Update

On August 30th, 2019, Governor Newsom signed SB 778 which delays the implementation of the new sexual harassment prevention training requirements and any refresher training. **As SB 778 contained an urgency clause, the delay went into effect immediately upon Governor Newsom's approval.**

SB 778 makes the following modifications to the sexual harassment prevention training requirements that were added on January 1, 2019 as a result of last year's SB 1343:

- The deadline for covered employers to have provided sexual harassment prevention training to all nonsupervisory employees is now January 1, 2021.

Employers who have already trained supervisory and/or non-supervisory employees in 2019 will not be required to re-train until 2021.