

2019 HARASSMENT TRAINING

Compliance Alert: Effective January 1, 2019, **California employers with 5 or more employees** (including those located out of state) are required to provide sexual harassment prevention training to all employees before January 1, 2020. The minimum count of "5" employees includes seasonal and temporary hires as well as independent contractors.

That's 2 hours of sexual harassment prevention training to California supervisors (and to out-of-state supervisors of California employees), and 1 hour of such training to nonsupervisory employees in California. Training must take place within 6 months of hire or promotion and every 2 years thereafter. To comply with the January 1, 2020 deadline, **all employees must be trained during the 2019 calendar year.**

Note: The California Department of Fair Employment and Housing (DFEH) takes the position that employees, including supervisors, who were trained in 2018 or before will need to be retrained again in 2019.

Pricing Information: Since access to each course is granted upon purchase, these training courses are nonrefundable.

| Employee 1 Hour On Site Training | | Supervisor/Manager 2 Hour On Site Training | |
|----------------------------------|-------------------|--|-------------------|
| Number of Learners | Cost per employee | Number of Learners | Cost per employee |
| 1-50 | \$25.00 each | 1-50 | \$40.00 each |
| 51-99 | \$20.00 each | 51-99 | \$35.00 each |
| 100-250 | \$15.00 each | 100-250 | \$30.00 each |

Business Name: _____

Address: _____

Email: _____

Phone: _____

Main Contact: _____

Location for Training: _____

Number of Employees: _____ Number of Managers/Supervisors: _____

Dates Requested (*please provide three different dates and times*)



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