

Required California Harassment Prevention Training

Compliance Alert: California law requires employers with five or more employees to provide sexual harassment prevention training to all employees. **Mandatory training** must take place within six months of hire or promotion and again every two years. This includes:

- California supervisors (two hours) and nonsupervisory employees (one hour), including California-based remote workers
- Newly hired or promoted employees (within six months)
- Seasonal and temporary employees hired directly to work for less than six months — within 30 calendar days after their hire date or within 100 hours worked, whichever occurs first.

As a best practice, employers should also train out-of-state supervisors and employees who interact with California employees.

Important note regarding California's training threshold of five or more employees: When counting employees to determine if you're required to provide harassment prevention training, be sure to count staff located outside of California, part-time and temporary direct hires, independent contractors, as well as unpaid interns and volunteers.

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[Harassment Prevention Training](#)

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