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DFEH Publishes New Online Resources Page for Employers

Resources Include Information on SB 1343's Harassment Prevention Training Requirements

Elk Grove – The Department of Fair Employment and Housing (DFEH) has published a new [online resources page for California employers](#). The webpage will serve as a one-stop resource for employers to obtain required DFEH workplace postings, information about the use of criminal history information in hiring decisions, FAQs and sample forms to use in connection with reasonable accommodation requests, a sample EEO policy, and DFEH's workplace harassment prevention guide. The page includes information on sexual harassment prevention training requirements, including answers to the most [frequently asked questions about SB 1343](#), and a [toolkit](#) for employers to use in meeting the law's requirements.

"The Department is pleased to be able to offer this resource to California employers," said DFEH Director Kevin Kish. "By easing employer access to relevant information, posters, forms and FAQs, as well as a sexual harassment and abusive conduct prevention toolkit, we hope to promote both understanding of and compliance with California's civil rights laws."

The resources page is also intended to answer many questions that have arisen about SB 1343's new sexual harassment prevention training requirements, including questions about when DFEH's online training courses will be available; what the law requires of employers who offered training in calendar year 2018; the penalties for non-compliance with the law; and links to the law and regulations governing such training. As DFEH is in the process of developing the online training courses, DFEH has also offered a sample sexual harassment and abusive conduct prevention PowerPoint that employers may use in conjunction with a qualified trainer to meet the law's requirements. DFEH expects to make its training videos available in late 2019.

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The DFEH is the state agency charged with enforcing California's civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the DFEH's web site at www.dfeh.ca.gov.

