



Sexual Harassment Prevention Policy

Background

- Government Code section 12950.1
 - An employer having 50+ employees shall provide at least 2 hours of training regarding sexual harassment to all supervisory employees.



Discussion

- SCDD is committed to providing a workplace in which all individuals are treated with respect and dignity.
- Although sexual harassment training is not mandatory for Council Members, the Council may elect to provide training to all Council Members.
- SCDD is working with the Department of Social Services (DSS) in providing Sexual Harassment Prevention training on-line.
- The on-line training, EverFi, will be mandatory for SCDD staff.



Executive Committee Recommendation

- All SCDD Council Members will be required to take the on-line training within six (6) months of their start date and every two years thereafter.
- Council Members who have already completed Sexual Harassment Training with their agency/department will be exempt from this requirement.



Important

- Individuals who believe they have been sexually harassed have a responsibility to immediately report the potential policy violation to either their supervisor, manager, or to the SCDD's Equal Employment Opportunity (EEO) Office at (916) 322-5521.

Motion

- Move to adopt the Executive Committee's recommendation:
 - All SCDD Council Members will be required to take the on-line training within six (6) months of their start date and every two years thereafter.
 - Council Members who have already completed Sexual Harassment Training with their agency/department will be exempt from this requirement.