

Now Mandatory in California

# SEXUAL HARASSMENT PREVENTION TRAINING

All employers with **5** or more employees  
must provide and attend harassment prevention training

**EMPLOYEE and SUPERVISOR** training provided by SCMA and MLCMS  
Facilitated by David Berry and Elizabeth Fritzinger, Attorneys at Law

ONE DAY | TWO LOCATIONS

SANTA ROSA

FRIDAY, DEC. 6, 2019

UKIAH



**SONOMA COUNTY  
MEDICAL ASSOCIATION**

**8:30 to 11:30 a.m.**

North Coast Builders Exchange  
1030 Apollo Way  
SANTA ROSA, CA



**MENDOCINO-LAKE  
COUNTY MEDICAL SOCIETY**

**3:00 to 5:30 p.m.**

[Location TBD]  
UKIAH, CA

**By Jan. 1, 2020**, companies doing business in California with five or more employees (including full-time, part-time, temporary, and/or contractors) must provide **supervisors** in California with **two hours of sexual harassment prevention training every two years** in accordance with AB1825 and SB1343. The threshold is met even if most employees and contractors work outside of California. New supervisors must be trained within six months from hire or promotion date, and every two years thereafter.

Employers with five or more employees must provide at least one hour of sexual harassment prevention training to all **non-supervisory employees** in California within six months of start of employment. The training must be provided once every two years.

SCMA and MLCMS will provide both employee and supervisory training on **Friday, Dec. 6, 2019, in Santa Rosa and Ukiah**. The trainings will encompass both one- and two-hour sessions. Those who only require one hour (employees) may leave following the first session. Those who require two hours (supervisors) will stay until the end of the program.

TO attend, RSVP to Rachel: **707-525-4375** or **rachel@scma.org**.

**COST: SCMA or MLCMS member price \$25 for supervisory employees/  
\$10 non-supervisory staff**

\$50 each for nonmember supervisory employees / \$20 office employees

— CME credits PENDING —

This training is offered as a member benefit for SCMA and MLCMS physicians,  
but open to the community at large.

**SONOMA COUNTY MEDICAL ASSOCIATION and MENDOCINO-LAKE COUNTY MEDICAL SOCIETY**

— *Exceptional physicians serving our communities* —

**www.scma.org • scma@scma.org • 707-525-4375**