

## CALIFORNIA SEXUAL HARASSMENT PREVENTION TRAINING (AB 1825)

### WHY CHOOSE WORKPLACE ANSWERS?

Workplace Answers is a trusted expert in providing fully compliant AB 1825 training that is both entertaining and educational. Since 1999, Workplace Answers has trained over a million employees and supervisors in workplace harassment prevention. Our standards of excellence in content, technology and customer service give us a 95% retention rate of our thousands of satisfied customers.



The California Fair Employment and Housing Commission (FEHC) invited Workplace Answers to participate in drafting recent modifications to the regulations as a result of our status as a nationwide and global provider of Web-based training. Commissioners were provided with access to our Sexual Harassment Prevention course to assist in the drafting process.

#### ▶ LEGAL EXPERTISE

Our Sexual Harassment Prevention course is written by employment law attorneys with decades of litigation, counseling and in-person training experience. Our course content is vetted and endorsed by our business partner, Jackson Lewis LLP, a nationwide employment law firm with nearly 400 attorneys. Our course is designed to withstand the most exacting legal scrutiny and to provide your organization with a strong affirmative defense against litigation. In the event of litigation, Workplace Answers and Jackson Lewis content developers are available to testify regarding their legal credentials, practical experience and content development process.

#### ▶ CUTTING EDGE CONTENT

The new regulations increase the interactivity requirements of Web-based training programs. Our course is full of engaging, surprising elements to keep supervisors entertained and engaged. We use multiple real-life storylines with over 80 questions and interactions. We include features such as "Ripped From the Headlines" and compelling case studies.

#### ▶ QUESTION & ANSWER FEATURE

The AB 1825 regulations require every online program to provide a link to or directions on how to directly contact trainers with questions. Our course exceeds these requirements with a button on our toolbar where, at any point in the course, supervisors can immediately access the names and contact information of the appropriate experts in their organization. Additionally, four designated points in the course, supervisors are presented with a full screen of contact information and are encouraged to ask questions.

#### ▶ TWO-HOUR REQUIREMENT

The regulations require each supervisor to spend a full two hours in the sexual harassment training program. Workplace Answers' proprietary "Pace Meter" keeps supervisors on track for the full two hours required by law and allows them to complete the course at their own pace. Our bookmarking feature facilitates taking the course in convenient modules.

#### ▶ TWO-YEAR RETRAINING REQUIREMENTS AND RECORDKEEPING

Our intuitive Learning Management System (LMS) electronically stores detailed training information for each supervisor and allows one administrator to manage the training of tens of thousands of supervisors. Our LMS makes training new supervisors and conducting retraining a snap.