

Topics

California law (AB 1825) requires employers with 50 or more employees to provide harassment awareness training every two years for their managers and supervisors. Employees include temporary workers, independent contractors, and those working outside the State. Employers must provide this training to newly hired or promoted managers and supervisors within six months of their appointment. Businesses that do not provide this training may be subject to a corrective order from the Department of Fair Employment and Housing (FEHA), as well as, increasing their exposure to harassment claims.

- An Overview of the California Law and Practical Benefits of Training on Recognizing and Preventing Harassment in the Workplace.
- Who is protected and who may be liable under state and federal workplace harassment laws.
- Why every employer, regardless of size, should provide training.
- What training is required by AB 1825 and the applicable regulations.
- How harassment, discrimination and retaliation claims affect employers and individuals.

Who Should Attend

- Business Owners
- Employee Benefits Managers
- Human Resource Managers
- Industrial Relations Managers
- Office Managers

About the EAC

The Santa Clara County EAC is composed of employer volunteers representing a cross section of business and industry. The EAC was developed to promote a stronger partnership between the California EDD and the business community. Its commitment is to assist employers in conducting their business more effectively and efficiently, to provide information on employment-related issues, and to enhance the communication between EDD and the private sector.

This EAC is a member of the California Employer Advisory Council.

For more information about EAC membership, meetings, or this seminar, call Linda Valenzuela at (408) 774-5412 or e-mail Linda.Valenzuela@edd.ca.gov.

Information

Deadlines: All registrations and cancellations must be made by Thursday, March 18, 2010.

Directions: From Hwy. 101 South, exit Montague Expressway. Take first right on Laurelwood Road. The hotel is on the left.

For more information about the Santa Clara EAC visit www.ceac.org.

EDD, an equal opportunity employer/program, is a partner in this event. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made prior to the event by calling (408) 278-3154 (voice). TTY users, please call the California Relay Service at 711.



The Santa Clara County
Employer Advisory Council
In partnership with the
Employment Development Department
Present

Harassment Prevention Training



Thursday, March 25, 2010
8 a.m. to 10 a.m.

Biltmore Hotel and Suites
2151 Laurelwood Road
Santa Clara, CA 95054



Agenda

- 7:30 a.m. Check-in
- 7:45 a.m. Breakfast Buffet
- 8:00 a.m. Welcome and Program
- 10:00 a.m. Closing Comments and Evaluations

Speakers

Kara L. Arguello

Kara Arguello is a member of Berliner Cohen's Employment Group and Litigation Department in San Jose. Ms. Arguello represents companies in employment and business litigation, in the areas of wrongful termination, harassment, discrimination, retaliation, wage disputes, unfair competition, misappropriation of trade secrets, fraud, and breach of contracts.

Attending this seminar will meet the legal obligation for harassment training. The interactive training will address the definition of harassment and how to avoid it in your workplace. Participants will leave with a thorough understanding of California's harassment law, AB 1825, and receive a certificate of completion.

This employer seminar is provided for educational and informational purposes only; it does not constitute an endorsement of the curriculum or speakers by the State of California Employment Development Department (EDD) or by the Santa Clara County Employer Advisory Council (EAC). Aside from staff designated to represent the EDD, we assume no responsibility for the accuracy, legality or content of the materials provided during this event.

Registration

Space is limited. **Must register by March 18, 2010.**

Registration fee includes: Breakfast buffet

Fee: member—\$30 nonmember—\$45

Advance registration required. No on-site registration will be accepted. No refunds after March 18, 2010.

Payment for this event is available through Paypal at: <http://ccac.org/events/register/717/>

Make checks payable to: Santa Clara County EAC

Mail with registration form to: **Santa Clara County EAC**
P.O. Box 640936
San Jose, CA 95164-0936

Attendee name: _____

Company/organization: _____

Mailing address: _____

City, state, zip code: _____

Phone: _____

E-mail address: _____

No. of employees: _____ Industry: _____

