



The Foundation for
California State University, San Bernardino

Did You Know???

Brought to you by The Foundation Human Resources Department

The Office of Administrative Law has adopted the Fair Employment and Housing Commissions regulations for AB 1825 Sexual Harassment Supervisor Training?

- Employees with “supervisory authority” must complete at least two hours of sexual harassment training every two years.
- ***New Supervisors*** must receive training within the first 6 months of being hired or promoted to the supervisory level position.
- ***All Supervisors*** have to be retrained no later than the two year anniversary date of his/her original training.
- ***Supervisory authority*** is defined as any “individual having the authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or the responsibility to direct them, or to adjust their grievances, or effectively to recommend such action to the employer. The exercise of that authority is not of a merely routine or clerical nature but requires the use of independent judgment”.

Be aware that training time is to be paid and therefore should be conducted during the employees normal work schedule. You must allow your supervisors the time needed to complete the training.

Please continually help us stay in compliance by identifying employees in your department who meet the above requirements.

Questions? Please call Foundation Human Resources at extension 77589.

We are here to help!

