



Civil Rights Department

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Civil Rights Department Reminds Employers and Employees to Complete Sexual Harassment Prevention Training

Under California law, employers with five or more employees must provide at least one hour of sexual harassment prevention training every two years

SACRAMENTO – The California Civil Rights Department (CRD) today reminded employers across California to ensure their employees complete state-mandated sexual harassment prevention training. Under California law, employers with five or more employees must provide a minimum of one hour of training to nonsupervisory employees and two hours of training to supervisory employees every two years. With the end of the year approaching, many workers may be coming up against their employer's deadline.

"In California, there is no excuse for sexual harassment in the workplace," said **CRD Director Kevin Kish**. "Our state requires employers to provide training to their employees every two years to help make sure every worker understands their rights and responsibilities. We all have a role to play to help ensure everyone feels safe and welcome on the job."

Bi-Annual Training Requirement

California is committed to protecting all California workers from unlawful discrimination and sexual harassment. As part of the state's efforts, California requires workers to complete sexual harassment prevention training every two years. The training must include information and practical guidance regarding federal and state laws that aim to prevent and correct sexual harassment. Sexual harassment is a form of discrimination based on sex or gender, gender identity, gender expression, or sexual orientation. People of any gender can be the target of sexual harassment. Sexual harassment does not have to be motivated by sexual desire to violate the law. It can also involve harassment by a person of the same gender, regardless of either person's sexual orientation or gender identity.

Free Online Training

CRD offers employers a [free online training option](#) to help their employees complete legally required sexual harassment prevention training. The training is designed to remind workers and supervisors about what is — and is not — acceptable behavior in the workplace. The training provides guidance on preventing and correcting illegal harassment, discrimination, retaliation, and abusive conduct, using realistic scenarios to illustrate how these issues may manifest at work. The training is currently available in English, Spanish, Korean, Chinese, Vietnamese, and Tagalog.

State Keeps Up Enforcement

CRD remains committed to combatting sexual harassment in all its forms. Earlier this year, the department [reached a \\$200,000 settlement with the Tulare County Public Defender's Office](#) over allegations of years of unchecked workplace sexual harassment. CRD also [secured a \\$150,000 settlement with the City of Compton](#) to resolve allegations of sexual harassment and retaliation within the city's Public Works Department. In February, CRD [obtained a \\$280,000 settlement and policy change](#) to protect tenants at a Bakersfield apartment complex from sexual harassment and retaliation. Last year, the department [announced a \\$100,000 settlement with a Santa Cruz County farm](#) over the alleged sexual harassment of a farmworker.

If you or someone you know has experienced sexual harassment, CRD may be able to assist you through its [complaint process](#). The department also [provides general information and factsheets online](#) about civil rights protections, including on [sexual harassment in the workplace](#).

CRD offers [free online sexual harassment prevention training](#) that meets the state's bi-annual training requirement. The department also offers [information for employees](#) and [information for employers](#) about the state's training requirements.

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The California Civil Rights Department (CRD) is the state agency charged with enforcing California's civil rights laws. CRD's mission is to protect the people of California from unlawful discrimination in employment, housing, public accommodations, and state-funded programs and activities, and from hate violence and human trafficking. For more information, visit calcivilrights.ca.gov.

