

# THE FARRELL LAW GROUP

PRESENTS

## 2022 Mandatory Anti-Harassment Training

**THE 1/1/23 TRAINING DEADLINE IS QUICKLY APPROACHING! GET TRAINED NOW!**

### WHO MUST BE TRAINED?

- **ALL EMPLOYEES:** Employers with 5 or more employees, must provide at least one-hour of training to non-managerial employees.
- **SUPERVISORS:** Managers must receive 2 hours of training. Supervisors must sign up for BOTH training sessions on Dec. 15.

### THE TRAINING WILL COVER THE FOLLOWING TOPICS:

- Definition of unlawful sexual harassment under state & federal law
- Discussion of case authority related to sexual harassment, discrimination and retaliation.
- The types of conduct constituting sexual harassment.
- Remedies available for victims of sexual harassment.
- Strategies to prevent sexual harassment in the workplace.
- Factual scenarios and workplace situations.
- The limited confidentiality of the complaint process.
- Internal investigations and process for reporting complaints
- Conducting effective workplace investigation.
- Essential elements of an anti-harassment policy
- The prevention of “abusive” conduct.
- The importance of bystanders in reporting workplace concerns
- The ban on retaliation



**Mary E. Farrell**

[mary@farrelllawgroup.com](mailto:mary@farrelllawgroup.com)

(916) 449-3933 (work)

(916) 541-7214 (cell)



Farrell Law Group  
500 Capitol Mall, Suite 2350  
Sacramento, CA 95814  
[www.farrelllawgroup.com](http://www.farrelllawgroup.com)

**WHERE:** Virtually via ZOOM

**ALL EMPLOYEES**

**DATE:** DECEMBER 15, 2022

**TIME:** 8:30 am - 9:30 am

**COST:** \$45

**MANAGERS\***

(\***ADDITIONAL HOUR IS REQUIRED!**)

**DATE:** DECEMBER 15, 2022

**TIME:** 9:45 am – 10:45 am

**REGISTRATION:** Please use Registration Links below. Supervisors must sign up for BOTH sessions!

**WHAT TO HAVE READY:**

Computer, laptop or phone. PowerPoint Presentation will be emailed to all registrants prior to the training.

### December 15, 2022 - \$45 per employee

- **All EMPLOYEES:** 8:30 - 9:30 am
- **SUPERVISORS\*:** 9:45 - 10:45 am

(\*Supervisors/Managers must attend both sessions)

### TO REGISTER:

Email [mary@farrelllawgroup.com](mailto:mary@farrelllawgroup.com) with the names & email addresses of employee attendees. Please identify which employees are supervisors/managers. Farrell Law Group will register all attendees & your employees will receive a ZOOM invites. Employees can attend the training on their own phones, laptops or computers. Your organization will be invoiced for the training.