



Harassment Prevention

2 hours leaders
1 hour team members

English | Spanish
In-Person or Virtual

All Leaders

Team Member

UPDATED ANNUALLY

Harassment Prevention Training for Supervisors and Employees

(California AB1825 & SB1343 Compliant | Non-California versions available)

Every employer—regardless of location—should prioritize harassment prevention training for supervisors and employees to reduce workplace risk, ensure compliance, and create a respectful work environment.

Early identification and resolution of inappropriate behavior are critical to preventing harassment, discrimination, and retaliation. Talent Authority's training programs are designed to equip leaders and employees with the knowledge and tools needed to recognize, address, and prevent these behaviors.

Every employer, regardless of location, should prioritize harassment prevention training for supervisors and leaders to mitigate potential workplace risks. Early identification and resolution of inappropriate behaviors are crucial to fostering a respectful and safe work environment for all employees. This course provides leaders and supervisors with a comprehensive understanding of California's AB1825 requirements and the significant risks associated with inappropriate behavior, abusive conduct, or illegal discrimination in the workplace.

For employers outside of California, we customize this course based on your state's and local jurisdiction (if any) specific protections. We further tailor it to the needs of your organization, including timeframes, content covered and issues to be addressed. We do recommend a two-hour session for leaders and a one-hour session for employees.

Why Choose Talent Authority for Harassment Prevention Training?

Talent Authority is more than a provider of harassment prevention training for supervisors and employees, including programs compliant with California AB1825 and SB1343. We are specialists in leadership and employee development, bringing a deeper, more practical approach to compliance training.

Unlike attorneys, traditional providers or legal-based programs that focus solely on meeting requirements, our training integrates behavioral insights and personality-based understanding. This allows participants to not only understand the law, but also recognize and respond to real-world workplace behaviors that lead to risk.

Our goal is to go beyond the required training—it is to help organizations create a respectful, proactive workplace environment by equipping leaders and employees to identify, address, and prevent issues before they escalate.



All Leaders and Supervisors (AB1825)

This course provides supervisors and leaders with a comprehensive understanding of California AB1825 requirements, along with the legal, organizational, and cultural risks associated with:

- Workplace harassment
- Discrimination
- Retaliation and reasonable accommodation
- Abusive conduct / bullying

Participants learn how to identify and address behaviors before they escalate into larger organizational or legal issues. This training meets California's requirement of 2 hours of harassment prevention training every two years for supervisors.

Employees and Team Members (SB1343)

Employers are strongly encouraged to provide harassment prevention training to all employees—not just leaders. This course equips team members with the ability to:

- Recognize inappropriate workplace behavior
- Respond appropriately to incidents
- Understand reporting processes
- Contribute to a safe and respectful workplace culture

This training complies with California SB1343, requiring at least 1 hour of training every two years for employees.

What Participants Will Learn

These harassment prevention training programs enable leaders and employees to:

- Define unlawful harassment, discrimination, and retaliation under federal and state laws
- Understand retaliation and how to prevent it
- Identify and address abusive or inappropriate behavior
- Recognize protected characteristics under U.S. and state-specific laws
- Take appropriate action when workplace issues arise
- Effectively report harassment concerns and understand investigation processes
- Respond appropriately as a leader, employee, or bystander
- Understand employer responsibilities in workplace investigations
- Apply anti-harassment policies in real-world situations
- Recognize the organizational and legal impact of harassment
- Why Harassment Prevention Training Matters

Harassment prevention is not just a compliance requirement—it is a risk mitigation and leadership responsibility.

- Organizations that invest in structured training:
- Reduce legal exposure
- Improve employee engagement
- Strengthen workplace culture
- Equip leaders to handle sensitive situations appropriately