

Stanford

Harassment Prevention Training for Non-Supervisory Employees*

WHAT'S NEW

California Senate Bill 1343 now mandates training in sexual and gender-based harassment and abusive conduct for ALL **non-supervisory employees** every 2 years starting in 2020. Training content must also include harassment based on gender identity, gender expression, and sexual orientation as well as other forms of discrimination.

Training must be at least 1 hour.

Retraining required every two years (at Stanford this is every even-numbered year).

WHO*

*All non-supervisory employees, including academic staff, other teaching titles (lecturers, instructors, etc.), temporary and casual employees hired directly by Stanford will be required to complete this training.

Post Docs: Post Docs are currently assigned to this training and should continue to follow the instructions and timeline provided on their STARS Assignment email.

WHEN

Starting in early 2020, all newly hired and existing non-supervisory employees will be assigned to the training and receive a STARS training assignment email.

ACTION ITEM: Early opportunity to train now to fulfill the 2020 requirement:

The University is offering the option to complete the training now, which will fulfill the 2020 requirement. Non-supervisory employees* who want to fulfill this mandate now can self-enroll in STARS Course SHP-2000 (Harassment Prevention Training for Non-Supervisors, Academic Personnel and Post Docs) by using the link below. If you want to take advantage of this early opportunity, please note you must complete the training by November 15th 2019.

[SHP-2000 Link](#)

*The early training opportunity is not available for contingent (temporary, casual) employees or student staff.

*If you are a supervisor or faculty member, please do not complete this course as you will be assigned a different course for supervisors. This is only for non-supervisory employees. Please see [Harassment Prevention Training Comparison Table Link](#) for eligibility criteria.

*Post Docs are already assigned to this training, therefore they should not self-enroll in this course.

TRAINING OPTIONS

An online program in STARS will be the primary method to complete the training. (Limited classroom sessions available in 2019.)

- Course name: Harassment Prevention Training for Non-Supervisors, Academic Personnel and Postdocs.
- Course code SHP-2000.

Questions: Please contact the Sexual Harassment Policy Office at shpo-training@stanford.edu for assistance.