

California Mandated Sexual Harassment Prevention Trainings and Title IX Trainings for District Employees

California law (Government Code 12950.1) requires that employers with 5 or more employees provide training on sexual harassment to supervisory and nonsupervisory employees. In addition to providing information about non-discrimination law pertaining to sexual harassment, preventing sexual harassment and hostile work environments, remedies and corrections to misconduct, and specific information for supervisors in creating a harassment-free workplace.

Title IX of the Education Amendments of 1972 requires federally funded educational institutions in the United States to be free from gender discrimination and sexual misconduct. Sexual harassment, sexual violence, stalking, domestic violence, and dating violence are strictly prohibited. Educational institutions are required to determine which employees are responsible for reporting sexual misconduct incidents to the institution’s assigned Title IX Coordinator.

Palomar College provides sexual harassment training as required by California law to all of its employees. The College has designated all of its employees as responsible for reporting Title IX incidents to the Title IX Coordinator. The College provides a Title IX training to its employees as appropriate to their supervisory or non-supervisory role for awareness on this important requirement.

Both the California mandated and Title IX trainings are provided through the District’s online training system, the 3PD Portal. Trainings are automatically assigned to employees via email. The table below provides additional information about the trainings based on their assignment to supervisory or non-supervisory employees.

	Supervisory Employee Trainings	Non-Supervisory Employee Trainings
Employee Groups	<ul style="list-style-type: none"> • Governing Board trustees • Administrators • Supervisors • Confidential employees 	<ul style="list-style-type: none"> • Classified employees • Short-term employees • Student employees
California Mandated Training		
Length of Training	Two hours	One hour
Training Interval	<ul style="list-style-type: none"> • Within 6 months of hire date, and then • Every two years 	<p><u>Classified Employees</u></p> <ul style="list-style-type: none"> • Within 6 months of hire date, and then • Every 2 years <p><u>Short-Term and Student Employees</u> If working 6 months or less: a) Within 30 calendar days after hire, or b) Within 100 hours worked</p> <ul style="list-style-type: none"> • Whichever is earlier of a) or b) <p>If working more than 6 months: same as indicated for classified employees above</p>
Training Title	Sexual Harassment: Policy and Prevention for Administrators and Supervisors (AB 1825)	Sexual Harassment Training for Non-Managers (SB 1343)
Title IX Training		
Length of Training	45 minutes (approx.; based on content updates due to legal changes)	25 minutes (approx.; based on content updates due to legal changes)
Training Interval	<ul style="list-style-type: none"> • Within 90 days of hire date, and then • Annually 	<ul style="list-style-type: none"> • Within 90 days of hire date, and then • Annually
Training Title	Title IX Regulations and Roles Overview (Administrators and Supervisors)	Title IX Roles of Responsible Employees