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Labor and Employment Alert: New Workplace Bullying Training Requirement in California

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This is a reminder to all employers with employees in California to implement the new workplace bullying training requirements that went into effect for California employers on January 1, 2015. These new requirements were discussed in detail in an October 7, 2014 Vorys *Labor and Employment Alert*. The new law requires employers to add workplace bullying training to their existing sexual harassment training. For years, California has required employers with 50 or more employees to provide two hours of harassment training to all supervisors within six months of hire and refresher training every two years thereafter. The new law does not change the length or timing of the required training. It simply requires employers to include training designed to prevent workplace bullying as part of the existing harassment training.

If you need any assistance in revising your current California harassment training to comply with these new requirements, please contact your Vorys lawyer.