

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

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DFEH ISSUES WORKPLACE HARASSMENT GUIDE FOR CALIFORNIA EMPLOYERS

Guide provides recommended practices for preventing and addressing workplace harassment

Sacramento – The Department of Fair Employment and Housing (DFEH) announced today the release of a guide for California employers regarding their obligation to take reasonable steps to prevent and correct workplace harassment.

Developed in conjunction with the California Sexual Harassment Task Force, the guide is aimed at helping employers develop an effective anti-harassment program; know what to do and how to investigate reports of harassment; and understand what remedial measures they might pursue. The guide is relevant to addressing all forms of workplace harassment, including harassment based on sex.

In addition, the Department issued a revised brochure detailing California's legal protections against sexual harassment in particular and the steps all California employers must take to prevent and correct harassment.

The brochure (publication DFEH-185) describes the facts about sexual harassment; discusses the types of harassment prohibited by California law; provides examples of behaviors that may constitute sexual harassment; and specifies the procedures and policies California employers must develop and follow to prevent and correct sexual harassment. It also discusses remedies available in sexual harassment cases, including in cases of retaliation for complaining about harassment or rejecting advances.

DFEH has also provided this information in an easy-to-print poster form. Either the poster or the brochure fulfill an employer's responsibility to provide employees an information sheet regarding sexual harassment under Section 12950(b) of the California Government Code.

"Preventing and correcting sexual harassment in the workplace is not only legally required, but it is one of the best ways that an employer can ensure a healthy and productive workplace for all employees," said DFEH Director Kevin Kish. "DFEH is pleased to provide these resources to help employers develop and implement effective policies."

The DFEH is the state agency charged with enforcing California's civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the Department's Web site at www.dfeh.ca.gov.