

Sexual Harassment

WHAT EMPLOYERS CAN DO TO BE IN COMPLIANCE, OUT OF COURT, AND OFF THE FRONT PAGE

With the #MeToo movement suddenly thrust into the national spotlight, HR leaders are being empowered to move the discussion about sexual harassment “out of the shadows” and into strategic view. Establishing comprehensive, legally sound, and effective policies, as well as leveraging technology to remain compliant, is only the beginning for employers.

When it comes to sexual harassment, the states (California more than most) have almost always had a leading role.

While only a few other states (Connecticut, Maine) have followed California’s lead so far, we can expect many additional states to take action in the wake of the latest national headlines.

Did You Know?

California AB1825 (Assembly Bill 1825) requires all organizations with 50 or more employees to provide anti-sexual harassment training to all supervisors.

How Ascentis Can Help

RECRUITING

The Ascentis Recruiting module incorporates a full-featured onboarding process, which can ensure that sexual harassment policies are acknowledged. For AB1825 compliance, the anti-sexual harassment policy for supervisors may include language above and beyond that contained in the policy for non-supervisory personnel.

LEARNING + MANAGEMENT

Documenting that employees have an understanding of sexual harassment policies is a regulatory requirement of California AB1825 as well as laws in other states. Ascentis Learning Management is easy to load with regulatorily compliant materials and makes documenting training simple, easy and automated.

HCM

Finally, documenting disciplinary actions, notes files and development plans may play a role in remedial actions employers take to address this issue, or even to establish the foundation for a cause-based termination for violation of these policies. The Ascentis HCM suite includes these capabilities as well.

