



# CAVIGNAC & ASSOCIATES

INSURANCE BROKERS

## Sexual Harassment Prevention Training for Supervisors

**Presenter:** Sandee Rugg, SHPR-CA  
Cavignac & Associates

Rafael Fernandez, CSP, ARM  
Cavignac & Associates

**When:** Friday, March 2, 2012

**Time:** Registration – 7:30 am  
Seminar – 8:00-10:00 am

**Where:** Cavignac & Associates  
FOCUS Room  
450 B Street, Suite 1800  
San Diego, CA 92101

**Cost:** \$50 for Clients  
\$75 for Prospective Clients

Please **RSVP to Darcee Nichols** by  
**Wednesday, February 29, 2012**  
[dnichols@cavignac.com](mailto:dnichols@cavignac.com) or 619-744-0596



**Seating is limited!**

### A Note About Parking at 450 B Tower

Even if the parking garage sign reads "Closed" when you arrive, please ignore it and park in the garage.

Enacted in September 2004, AB 1825 requires California employers with over 50 employees to provide sexual harassment prevention training every two years for those in supervisory positions.

**It also requires that newly hired or recently promoted supervisors receive this training within six (6) months of hire/promotion.**

Attendees who satisfactorily complete the course earn a Certificate of Completion.

### Who Is A Supervisor?

Any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote discharge, resign, reward or discipline other employees, or to direct them, adjust their grievances, or recommend that action, if exercise of that authority requires the use of independent judgment, not just merely routine or clerical in value [Govt. Code 12926(r)].

**Sandee Rugg, SPHR-CA**, is the Director of Human Resources for Cavignac & Associates. She is a seasoned human resources professional who, in addition to managing the agency's human resources, also provides HR risk management support to the agency's clients. Sandee also speaks on various HR related topics and conducts HR related training for the agency's clients.

**Rafael Fernandez, CSP, ARM**, is the Director of Loss Control & Claims for Cavignac & Associates. He is a Certified Safety Professional (CSP), a certified OSHA Outreach Trainer for general industry and construction, holds an EM 385 certification and is a professional member of the American Society of Safety Engineers.

Admission includes Continental breakfast, parking validation for the 450 B Tower, and handout materials.