

**CAVIGNAC &
ASSOCIATES**
INSURANCE BROKERS

Sexual Harassment Prevention Training for Supervisors

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)].



PRESENTER: Sandee Rugg, SPHR-CA
Cavnac & Associates

WHERE: Cavnac & Associates
450 B Street, Suite 1800
San Diego, CA 92101

WHEN: Friday, March 1, 2013
7:30am registration / Program 8am-10am

COST: \$50 for Clients
\$75 for Prospective Clients
Seating is limited

Sandee Rugg, SPHR-CA, is the Director of Human Resources for Cavnac & 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.

Please **RSVP** by Wednesday, February 20th to Bethany Mongold, 619-234-6848 / mongold@cavnac.com. Admission includes complimentary continental breakfast, parking validation for 450 B Tower, and handout materials. If the parking garage says it's "closed" when you arrive, please ignore the sign and proceed to parking in the garage.

Have you or someone else at your firm attended four Cavnac seminars? If so, your next one is FREE! Please contact Bethany Mongold at mongold@cavnac.com or call 619-744-0596 to claim your free seminar registration.