**Anti-Harassment/Discrimination Resources**

The California Department of Fair Employment and Housing provides free online training courses on preventing harassment and abusive conduct in the workplace, guides to ensure effective workplace policies and procedures, posters, and sample policies.

**Training FAQ** sheet: <https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2021/03/Sexual-Harassment-Prevention-Training-For-Employers-FAQ_ENG.pdf>

Link to DFEH **Training**: <https://www.dfeh.ca.gov/shpt/>

**General Resources** for Employers: <https://www.dfeh.ca.gov/employment/employerresources/>

**Guide** - Workplace Harassment Prevention: <https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2017/06/DFEH-Workplace-Harassment-Guide-1.pdf>

**Sample Policy**: <https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/07/SampleEEOPolicy.pdf>

(Note: if you have a SHRM membership, you can log in and access it in Word format at <https://www.shrm.org/resourcesandtools/tools-and-samples/policies/pages/california-discrimination-and-harassment-prevention-and-complaint-procedures-policy.aspx>)

The Employment Risk Management Authority (ERMA) provides free live, webinar, and online **training** to members that participate in the pool. See ERMA’s website [www.ermajpa.org](http://www.ermajpa.org) for more information or email [ermatraining@sedgwick.com](mailto:ermatraining@sedgwick.com). ERMA members also have access to [one hour of free legal advice per month](https://www.ermajpa.org/attorney-hotline/) for assistance with day-to-day employment related issues.

PRISM offers PERMA members free access to [Labor Law/Employment Practices Services](https://www.prismrisk.gov/services/risk-control/partner-programs/labor-law-employment-practices-services/) through Eyers Law Group. Contact Patricia Eyres at 602-448-4051 directly to utilize the service.

The Society for Human Resource Management (SHRM) offers the following forms and procedures on its website without the need to log in:

Nondiscrimination/Anti-Harassment Policy and Complaint **Procedure**

<https://www.shrm.org/resourcesandtools/tools-and-samples/policies/pages/cms_000551.aspx>

California Harassment **Reporting Form**

<https://www.shrm.org/resourcesandtools/tools-and-samples/hr-forms/pages/california-harassment-reporting-form.aspx>

*Please note: the law changes regularly and the materials provided above are not a substitute for legal advice or your professional judgment. Ensure you review the current laws and consult employment practices legal counsel before implementing policies, forms, and procedures.*