

California Enacts Anti-Hate Speech Training Requirement

On Sept. 27, 2026, California [amended](#) its sexual harassment prevention training requirement to include anti-hate speech training. The amendment takes effect **Jan. 1, 2028**.

Background

California requires employers with **five or more employees** to provide at least two hours of sexual harassment prevention training to all supervisory employees and at least one hour of sexual harassment prevention training to all nonsupervisory employees in California. New nonsupervisory employees must be provided with such training within six months of hire, and new supervisory employees must be provided with such training within six months of assuming a supervisory position.

Anti-Hate Speech Training

Beginning Jan. 1, 2028, covered employers must also include anti-hate speech training as a component of the required sexual harassment prevention training. Anti-hate speech training must provide supervisors and employees with practical guidance on recognizing, reporting and confronting workplace speech that vilifies, humiliates or incites hatred against people based on their protected traits under the California Fair Employment and Housing Act (including but not limited to race, religion, color, national origin, disability, genetic information, marital status, sex, gender, age or military/veteran status).

Any training that includes information about the prohibition against unlawful harassment and the prevention of abusive conduct based on an individual's protected trait will satisfy this anti-hate speech training requirement.

Next Steps for Employers

California employers should review and, if necessary, update their existing training programs to ensure they satisfy the new anti-hate speech training requirements by the amendment's effective date.

Highlights

Sept. 27, 2026

California amends its sexual harassment prevention training requirement to include an anti-hate speech component.

Jan. 1, 2028

The amendment takes effect.