

# Entertainment Industry Sexual Harassment Prevention Training Requirements

## Entertainment Work Permit Applicants:

Applicants for entertainment work permits between 14-17 years of age (age-eligible minors) must complete training in sexual harassment prevention, retaliation, and reporting resources using the online training course made available on the internet website of the [Department of Fair Employment and Housing](https://www.dfeh.ca.gov/shpt/) (DFEH) prior to obtaining an entertainment work permit.

## Requirements

The parent or legal guardian of an age-eligible minor must ensure that the minor completes the sexual harassment prevention training using the online training course made available on the [DFEH's internet website](https://www.dfeh.ca.gov/shpt/) (<https://www.dfeh.ca.gov/shpt/>) pursuant to Section 12950.1 of the Government Code.

The minor must be accompanied by a parent or legal guardian during the training.

The parent or legal guardian must certify to the Labor Commissioner that the training has been completed. (certification form attached)

Applicants must provide satisfactory proof of sexual harassment prevention training to the Labor Commissioner in the form of a **certificate of completion** from the DFEH's internet website.

Training for each age-eligible minor, accompanied by their parent or legal guardian, shall be in the language understood by that person, whenever reasonably possible.

**The sexual harassment prevention training must be completed every 2 years from the most recent completion date.**

## Options for 13-year-old minors turning 14

Applicants for entertainment work permits who are 13-year-old and will reach their 14th birthday during the six-month permitting period have the following options:

1. Apply for a permit which will expire on the minor's 14th birthday; or
2. The Labor Commissioner will issue permits to minors at least *13 years and six months of age*, who provide satisfactory proof of sexual harassment prevention training, pursuant to the above requirements, as an age-eligible minor.

**\*Effective 9/25/2020: Only the DFEH's training certificates will be accepted.**