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What a shock! Policies and mandatory training don't prevent harassment!

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It's big news in the employment field: According to some studies, having a policy and mandatory training doesn't prevent harassment. So when California mandates two hours of training every two years, harassment doesn't disappear? Having a policy and showing a video doesn't change people?

Sorry, but there is no surprise here. Based on a couple U.S. Supreme Court cases that have been widely misread, the idea has taken hold in the employment law area that all we need is for companies to have an anti-harassment policy, do training, and have a reporting system. Some states have even mandated training.

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