



Office of the City Manager

CONSENT CALENDAR  
MAY 6, 2025

To: Honorable Mayor and Members of the City Council  
From: Paul Buddenhagen, City Manager  
Submitted by: David White, Deputy City Manager  
Subject: Companion Report: Notice, tracking and enforcement of California SB 1343 sexual harassment prevention training for Berkeley private, public and non-profit employers and employees

RECOMMENDATION:

Since the City is already implementing and meeting the Commission's recommendations for City employees, and enforcement of this law for non-City businesses for 5 or more employees is covered by the State of California's Civil Rights Department and not within the City's jurisdiction to enforce, no action on the commission's recommendation is recommended.

FISCAL IMPACTS OF RECOMMENDATION

There are no fiscal impacts associated with this recommendation.

CURRENT SITUATION AND ITS EFFECTS:

The Commission on the Status of Women has recommended that Council refer to the City Manager the implementation of SB 1343 for all employers with 5 or more employees within the City of Berkeley, including the City itself. Critically, it is neither the City of Berkeley's responsibility nor jurisdiction to enforce this law; that is the purview of the California Civil Rights Department.

The City of Berkeley is responsible for ensuring the necessary sexual harassment prevention training for City employees. Per the City's Human Resources Department, for the most recent compliance year (2023), every City department notched training completion rates above 95%, and nine departments achieved 100% compliance. The same training will be provided in calendar year 2025, with similar completion rates anticipated.

For these reasons, we respectfully recommend that Council take no action on the Commission's recommendation.

ENVIRONMENTAL SUSTAINABILITY

There are no environmental benefits nor challenges associated with this recommendation.

BACKGROUND

On April 17, 2024, the Commission on the Status of Women voted as follows:

The Commission on the Status of Women moves to submit the recommendation for City of Berkeley enforcement of sexual harassment training, under SB 1343, as incorporated in this report.

M/S/C: Marasovic, Ortiz-Cedeno

Ayes: Goodwin, Marasovic, Oliver, Ortiz-Cedeno, Posey, Seshagiri

Noes: None

Abstain: None

Absent: Arora

Leave of Absence: Boyd, Plese

RATIONALE FOR RECOMMENDATION

The City is currently implementing this law for its own employees. Enforcing it for non-City employers is the State's jurisdiction.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Dave White, Deputy City Manager, (510) 981-7014.