

# UNDERSTANDING THE “PROPERTY SERVICE WORKERS PROTECTION ACT”

Maintenance  
Cooperation  
Trust Fund

*A brief guide to the new law and how to comply with it*

Sexual harassment continues to be a serious problem, especially among women providing janitorial services, as documented in thorough reporting from PBS’ Frontline. Effective as of 2018, **AB 1978** mandates business registration for all janitorial services providers and mandates they validate to the state that each employee has received a sexual harassment training.



## The bill:

1. Mandates that janitorial service employers provide in-person anti-sexual harassment and violence training for all employees once every two years, as set out by the Division of Labor Standards Enforcement.
2. Requires that janitorial service employers provide an informational pamphlet on sexual harassment and violence to all employees from the Department of Fair Employment and Housing in the interim, as the Division of Labor Standards Enforcement establishes the requirements of training.

**COMPLIANCE:** Requires employers with at least one janitor to register annually with the Division of Labor Standards Enforcement and provide adequate sexual harassment training to all employees.

**LIABILITY:** Failure to comply with these requirements could lead to civil penalties or the revocation of business registration. Contracting with entities that are not registered could also lead to a civil penalty.