

# Governor Signs Legislation Regarding Sexual Harassment Training Requirements for Minors in the Entertainment Industry

Article By:

Leila Nourani

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On September 25, 2020, Governor Gavin Newsom signed [Assembly Bill 3175](#), which amends Labor Code section 1700.52 regarding sexual harassment prevention training requirements of age-eligible minors prior to the issuance of entertainment work permits. Previously, Section 1700.52 required a minor and the parent or legal guardian to complete the sexual harassment prevention training in a language they understood. Section 1700.52 provided that the training shall be provided by a third-party vendor, on-site, electronically, via Internet Web site, “or other means.”

Now, effective immediately, Section 1700.52 requires that a parent or legal guardian accompany the minor during the sexual harassment prevention training, which shall be provided by the Department of Fair Employment and Housing (“DFEH”) on its internet website. The training must be conducted in the language understood by the minor and their parent or legal guardian, “whenever reasonably possible.” Finally, the parent or legal guardian must certify to the Labor Commissioner that the training has been completed.

Assembly Bill 3175 was intended to address confusion surrounding the adoption of new sexual harassment prevention training requirements and their impact on existing regulation of the entertainment industry.

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