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## SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair  
2025 - 2026 Regular Session

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**AB 1803 (Lowenthal) - Employment: sexual harassment training and education: anti-hate speech training**

**Version:** June 17, 2026

**Policy Vote:** L., P.E. & R. 4 - 0, JUD. 11 -  
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**Urgency:** No

**Mandate:** No

**Hearing Date:** August 13, 2026

**Consultant:** Robert Ingenito

**Bill Summary:** AB 1803 would require employers to include, within the categories of topics addressed in biannual employee trainings on sexual harassment prevention pursuant to the California Fair Employment and Housing Act (FEHA), a component addressing anti-hate speech training.

\*\*\*\*\* **ANALYSIS ADDENDUM – SUSPENSE FILE** \*\*\*\*\*

The following information is revised to reflect amendments  
adopted by the committee on August 13, 2026

**Fiscal Impact:**

- The California Department of Human Resources (CalHR) indicates that this bill would result in one-time costs of \$150,000, and annual costs of \$750,000 for additional system capacity and staffing to support increased course registrations, customer service needs, course assignments, and program reporting requirements (General Fund).
- The Civil Rights Department (CRD) indicates that it would incur a one-time General Fund cost of \$35,000 to implement the provisions of the bill (General Fund).

**Author Amendments:** Provide that a training that includes information about the prohibition against unlawful harassment and prevention of abusive conduct that is based on an individual's protected characteristics listed in subdivision (a) of Government Code Section 12940 satisfies the bill's requirement.

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