

CONSULTING SERVICES PRICE LIST

HARASSMENT AND DISCRIMINATION PREVENTION TRAINING

This is an in-person classroom training that lasts for a minimum of two hours. Employers are to provide an adequate space for the instructor and class in order to have a meaningful presentation and discussion. Employers may also opt to send staff to our regular in-house training sessions, which are charged per seat.

VIP Gaspar clients receive a fee waiver (please call to inquire about VIP status)	NO CHARGE
Current clients with Gaspar receive a 25% discount	\$600
Standard rate for non-clients	\$800
Employers with 15 or fewer employees are charged on a per-attendee basis	\$35 per attendee
In-house training at Gaspar Headquarters (offered regularly)	\$25 per attendee

WRITTEN INJURY AND ILLNESS PREVENTION PROGRAM

A complete written program will be customized for your business. This will include an initial training session of the material. The training session will either be in person or web-based depending on the distance.

VIP Gaspar clients receive a fee waiver (please call to inquire about VIP status)	NO CHARGE
Current clients with Gaspar receive a 25% discount	\$375
Standard rate for non-clients	\$500

For more information, please visit
consulting.gasparinsurance.com
or contact Justin Grooms

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HARASSMENT AND DISCRIMINATION PREVENTION TRAINING

Senate Bill No. 1343 amended the California's Fair Employment and Housing Act (FEHA) regulations and requires businesses with **five or more** employees to provide harassment and discrimination prevention training to all workers by Jan. 1, 2020, and every two years thereafter. New hires will have six months to complete the training.

Employers in California may face increased liability for failing to take all reasonable steps necessary to prevent discrimination and harassment from occurring. All California employers have **an affirmative duty** to take these reasonable steps to prevent harassment in the workplace and to promptly correct harassment if it does occur. A California employer should note that discrimination and harassment may be based on protected classes other than sex, sexual orientation, or gender identity or expression.

FEHA includes the following as protected classes:

- Race
- Religious creed
- Color
- National origin and ancestry
- Physical or mental disability
- Marital status
- Pregnancy
- Age (40 and over)
- Sexual orientation
- Military and/or veteran status
- Medical condition
- Genetic information
- Sex/gender
- Gender identity/
gender expression

INJURY AND ILLNESS PREVENTION PROGRAM

Gaspar Insurance Services is working with employers to create and effectively implement an **Injury and Illness Prevention Program**. Employers in California are **required** by Title 8 of the California Code of Regulations, to have an effective written Injury and Illness Prevention Program (IIPP). An effective IIPP improves the safety and health in your workplace and reduces costs by good management and employee involvement.

To be effective your IIPP must:

- Contain the 8 required Injury and Illness Prevention Program elements
- Fully involve all employees, supervisors, and management
- Identify the specific workplace hazards employees are exposed to
- Correct identified hazards in an appropriate and timely manner
- Provide effective training

Whether you have a program currently in place that needs to be updated or you are a company who doesn't have anything currently in place and needs to start from scratch, we will be able to create a program that works for your business operation.