

Respectful Workplace Training: Three Approaches to SB 1343 Compliance

Engagement Tiers & Investment Overview

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How to Use This Guide:

This document outlines three ways to engage with Respectful Workplace Foundation. All options meet California SB 1343 requirements; the difference is depth, customization, and impact. Organizations often begin with a Foundation engagement and expand into additional culture, leadership, or systems work based on what is surfaced.

The Value of Prevention

Consider the true cost of inaction:

- Replacing one employee typically costs 50–200% of their salary
- A single harassment claim can exceed \$250,000 in legal fees and settlements
- Reputational damage impacts fundraising, audience development, and recruitment for years

Respectful Workplace Foundation identifies and addresses risk early—before it becomes costly, public, or harmful.

Who This Work Serves

Foundation engagements are especially effective for:

- Arts organizations and mission-driven workplaces
- Organizations navigating complex power dynamics or hierarchical structures
- Teams with international workforces and diverse cultural norms
- Organizations where "paying your dues" culture has normalized dysfunction
- Any workplace where retention, trust, and psychological safety matter

Tier 1: Basic SB 1343 Compliance

Best for: Organizations seeking to meet legal requirements with limited customization

WHAT THIS INCLUDES:

- SB 1343-compliant harassment prevention training
- Meets minimum legal time requirements
 - (2 hours supervisor, 1 hour employee)
- Standardized content with light industry customization
- Delivered virtually or in person
- Certificate of completion

WHAT THIS DOES NOT INCLUDE:

- Organizational assessment or surveys
- Deep customization to your specific culture
- Follow-up insights or recommendations
- Written report or leadership debrief

\$3000–5000 per session
(up to 40 participants
online or in person)

Note: This option meets compliance requirements but is intentionally limited in scope. Most organizations choose Foundation (Tier 2) because basic compliance training is often forgotten within weeks and doesn't create lasting change.

Tier 2: Respectful Workplace Foundation

Best for: Organizations that want SB 1343 compliance and a clear understanding of what's actually happening inside their workplace

This engagement uses SB 1343 as the foundation for meaningful organizational insight, risk prevention, and leadership alignment.

What This Really Is

- Organizational diagnostics - understand what's actually happening
- Culture repair - address misalignments before they escalate
- Risk prevention - identify and mitigate problems early
- Leadership accountability - equip leaders to respond appropriately
- Voice restoration - create space for what people can't safely say directly

SB 1343 is the doorway. What we do together determines whether you're checking a box or building a healthier organization.

WHAT'S INCLUDED

Phase 1: Assessment & Preparation

- Custom pre-survey tailored to your environment
- HR and leadership consultation
- Review of existing policies and procedures
- Custom training content development

Phase 2: Training Delivery

- *Employee/staff/artist training (2 hours) - Interactive scenarios, bystander intervention, reporting processes*
- *Supervisor/leadership training (3 hours) - Above plus: Power dynamics, accountability, responding to concerns, creating psychological safety, feedback*

Phase 3: Analysis & Recommendations

- Post-training survey capturing employee voice
- Data analysis identifying patterns and insights
- Written findings report - Cultural themes and strengths, risk areas and vulnerabilities, SWOT analysis, prioritized actionable recommendations
- Leadership debrief to discuss findings & next steps

OUTCOMES ORGANIZATIONS EXPERIENCE

- Increased trust & psychological safety
- Greater clarity about behavioral expectations
- Improved confidence in addressing concerns
- Earlier identification of cultural and legal risk
- Reduced turnover and conflict
- Clear, actionable roadmap for what to address next

TIMELINE

Typically 6-12 weeks from kickoff to final debrief

\$6000-\$10,000

Based on organizational size and scope

Many orgs use Respectful Workplace Foundation as the starting point for deeper culture transformation, leadership development, or systems change work.

Payment plans (2-3 installments) available for most organizations

Tier 3: Foundation + Continuum Partnership

Best for: Organizations ready for sustained culture and leadership change—what organizations who actually want things to change choose

This option builds on the Foundation engagement and supports implementation of recommendations over time.

What This May Include

- Follow-up workshops addressing specific issues surfaced in the Foundation phase
- Leadership development and/or executive coaching
- Policy review, redesign, or implementation support
- Board education and governance support (especially for arts organizations)
- Follow-up pulse surveys
- Ongoing consultation and strategic advising
- Development and refinement of policies
- Advisement of restorative justice practice & community healing
- Mediation, HR support, Union partnership

Structure Options

Project-Based
\$10,000–\$25,000+
1–3 Years

Retainer Model
\$3,500–\$6,500/mo
For 6–12 months

Why Organizations Choose Continuum: Foundation work surfaces what needs attention. Continuum helps orgs actually address it—with expert guidance, accountability, and sustained momentum.

About the Facilitator

Kimberly A. MacLean is a culture and belonging consultant with deep experience working with arts organizations, nonprofits, and mission-driven teams. As a former performer and arts educator, Kimberly brings lived understanding of creative workplaces—their brilliance, pressures, and vulnerabilities—combined with expertise in trauma-informed practice, leadership development, and organizational systems change.

Current and recent clients include: SF Ballet, SF Opera, Sisters in Crime, Kenneth Rainin Foundation, BATS Improv, SF Improv Festival, plus Fortune 500 companies and educational institutions.

Next Steps

Engagements are scoped collaboratively to ensure alignment, impact, and sustainability. Schedule a free consultation to discuss which tier is the best fit for your organization and to receive a customized scope and pricing proposal.

SCHEDULE A CONSULTATION:

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