

What's Covered in this Seminar?

Chapter 1: Why Anti-harassment Training

- Individual Liability
- State Laws
- At-Will Employment

Chapter 2: Who is Protected Under the Law?

- Religion
- National Origin
- Disability
- Pregnancy
- Race
- Color
- Age
- Sex
- Genetic Information

Chapter 3: What is Harassment and Discrimination?

- Merely Inappropriate
- Hostile Work Environment
- Unwelcome Conduct
- Severe and Pervasive
- Sexually Inappropriate
- Speech or Conduct that Might Lead to Harassment

Chapter 4: Determining if Harassment Exists

- Reasonable Person Standard
- Context is Key
- Intent
- Legal vs. Illegal Harassment
- Workplace Bullying

Chapter 5: Employer/Employee Responsibilities

- Knowledge and Employer Responsibilities
- Complain Directly to Offending Party
- Complaining to Management
- Employee Failure to Complain

Chapter 6: Response to Complaints

- What to Expect from the Employer after Complaining
- Investigation of Complaints
- Investigation Interviews
- Confidentiality
- Retaliation
- False or Frivolous Claims
- Practical Recommendations