



*Sexual*  
**HARASSMENT**  
IN THE WORK PLACE

***What Employers Need to Know***

# The New Look of an Old Problem – Sexual Harassment

- The #metoo movement
- What's different this time?
- Is the response changing?
- Is an employer responsible for third party harassment?



# The New Look of an Old Problem – Sexual Harassment

- The two kinds of harassment
  - Quid pro quo vs. hostile environment
- The EEOC’s advice to victims
- A victim’s legal options
- The EEOC’s new intake system



# Your Policy Against Harassment

POLiCY



- What should it contain?
- How you should inform employees about your policy
- What about workplace violence?
- Should your policy cover bullying?



# The Need for Training



- Live training is best
- Can be a positive experience
- One training session alone will not change an organizational culture problem
- Need for top down commitment and strong leadership



# Changing an Organization's Culture



## How Do You Change An Organizational Culture?

Steve Denning



<https://www.forbes.com/sites/stevedenning/2011/07/23/how-do-you-change-an-organizational-culture/#64059a8239dc>

# Potential for Personal Liability

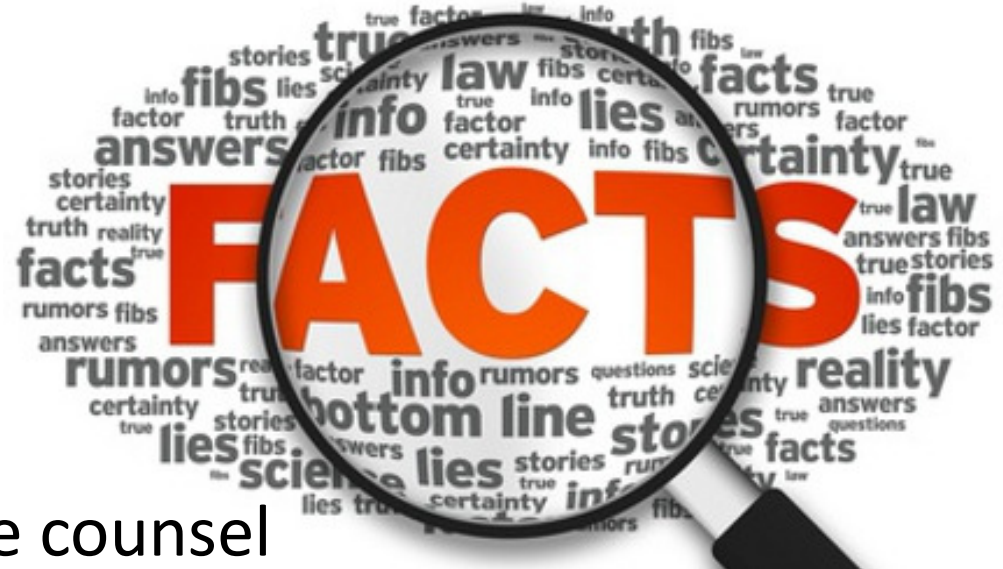
- Civil liability under federal law
- Civil liability under state law
- Possible criminal liability

A close-up photograph of a blue ballpoint pen writing the word "liability" in a bold, black, sans-serif font on a white surface. The pen is positioned diagonally, with its tip touching the letter 'i'. The word "liability" is written in a slightly slanted, downward direction. The background is a plain, light-colored surface.

liability

# Keys to an Effective Investigation

- When to conduct
- How to conduct
- How to conclude
- When to use outside counsel





- Reminder – it's not just about sex



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