

# Preventing Sexual Harassment

## How to Maintain a Hostile-Free Environment in Today's Workplace

### OVERVIEW:

GORDON JACKSON discusses the historical development of the sexual harassment laws, initially, in this keynote presentation. He then addresses how the sexual harassment guidelines have changed through the years, including those contained in recent Supreme Court decisions that place more stringent requirements on employers and their managers and supervisors. Gordon Jackson focuses on the necessity of implementing appropriate sexual harassment policies and awareness programs to meet the Supreme Court standards. Lastly, he covers the “do’s and don’ts” when investigating sexual harassment complaints – against both fellow employees as well as against management members. Gordon Jackson incorporates an abundance of graphic examples, illustrations and “war stories” from his 30+ year career as a management attorney and consultant into this keynote address.

### TOPICAL COVERAGE:

- ▲ SEXUAL HARASSMENT GUIDELINES – THE EARLY YEARS
- ▲ DEFINING “QUID PRO QUO” SEXUAL HARASSMENT
- ▲ UNDERSTANDING “HOSTILE WORK ENVIRONMENT” SEXUAL HARASSMENT
- ▲ IT IS THE IMPACT – NOT THE INTENT – OF THE BEHAVIOR
- ▲ SAFEGUARDS TO AVOID “STRICT LIABILITY” CLAIMS
- ▲ WHAT TO INCLUDE – AND NOT TO INCLUDE – IN SEXUAL HARASSMENT POLICIES
- ▲ HOW TO ENSURE SEXUAL “AWARENESS” PROGRAMS ARE MEETING THE SUPREME COURT’S STANDARDS
- ▲ SAFEGUARDS IN ESTABLISHING SEXUAL HARASSMENT “GRIEVANCE PROCESSES”
- ▲ RECOGNIZING BEHAVIORS THAT CONSTITUTE SEXUAL HARASSMENT
- ▲ HOW TO INVESTIGATE A SEXUAL HARASSMENT COMPLAINT
- ▲ CONFIDENTIALITY CONSIDERATIONS THAT ATTACH TO SEXUAL HARASSMENT INVESTIGATIONS
- ▲ HOW TO ADDRESS “HE SAID/SHE SAID” SEXUAL HARASSMENT SCENARIOS
- ▲ UNDERSTANDING RETALIATORY RIGHTS OF THE “FALSELY ACCUSED”
- ▲ HOW CREATIVE LITIGANTS ARE INCLUDING OTHER CLAIMS INTO THEIR SEXUAL HARASSMENT LAWSUITS

### ADDITIONAL FEATURES:

The *PREVENTING SEXUAL HARASSMENT* program also is available in more comprehensive formats. Gordon Jackson frequently covers his *PREVENTING SEXUAL HARASSMENT* program in a variety of presentational formats: **Breakout Sessions**, **Half-Day Seminars** and **Full-Day Workshops**. Outlines of a more detailed and comprehensive coverage of this topic in other presentational formats are available, on request.

*Certification as a Labor and Employment Law specialist is not currently available in many states. To the extent legal matters are discussed in this presentation, certification is not claimed.*