

SEXUAL HARASSMENT CLAIMS

IMPACT AND PREVENTION



JULIE BRUCH
IFMK LAW, LTD.

jbruch@ifmklaw.com
224-406-8406 - office
847-612-2481 cell



PROBLEM

\$439,200,000

› EEOC FY2020 recovery

**What can you do to prevent
these claims from happening in
the first place?**

HAVE A DETAILED ANTI-HARASSMENT POLICY

Sexual Harassment
Complaint Form

First name: _____ Last name: _____
Male: Female:
Job Title: _____
Time and Date of Incident: _____
Sexual harassment: _____

CONSIDER DRAFTING ANTI-HARASSMENT POLICY STATEMENT

Signed by
head of
organization

PROJECT 1

Post
Prominently

PROJECT 2

Link to
your
policy

PROJECT 3



Add policy on
harassment/bullying
not based on a
protected class

SEXUAL HARASSMENT PREVENTION TRAINING





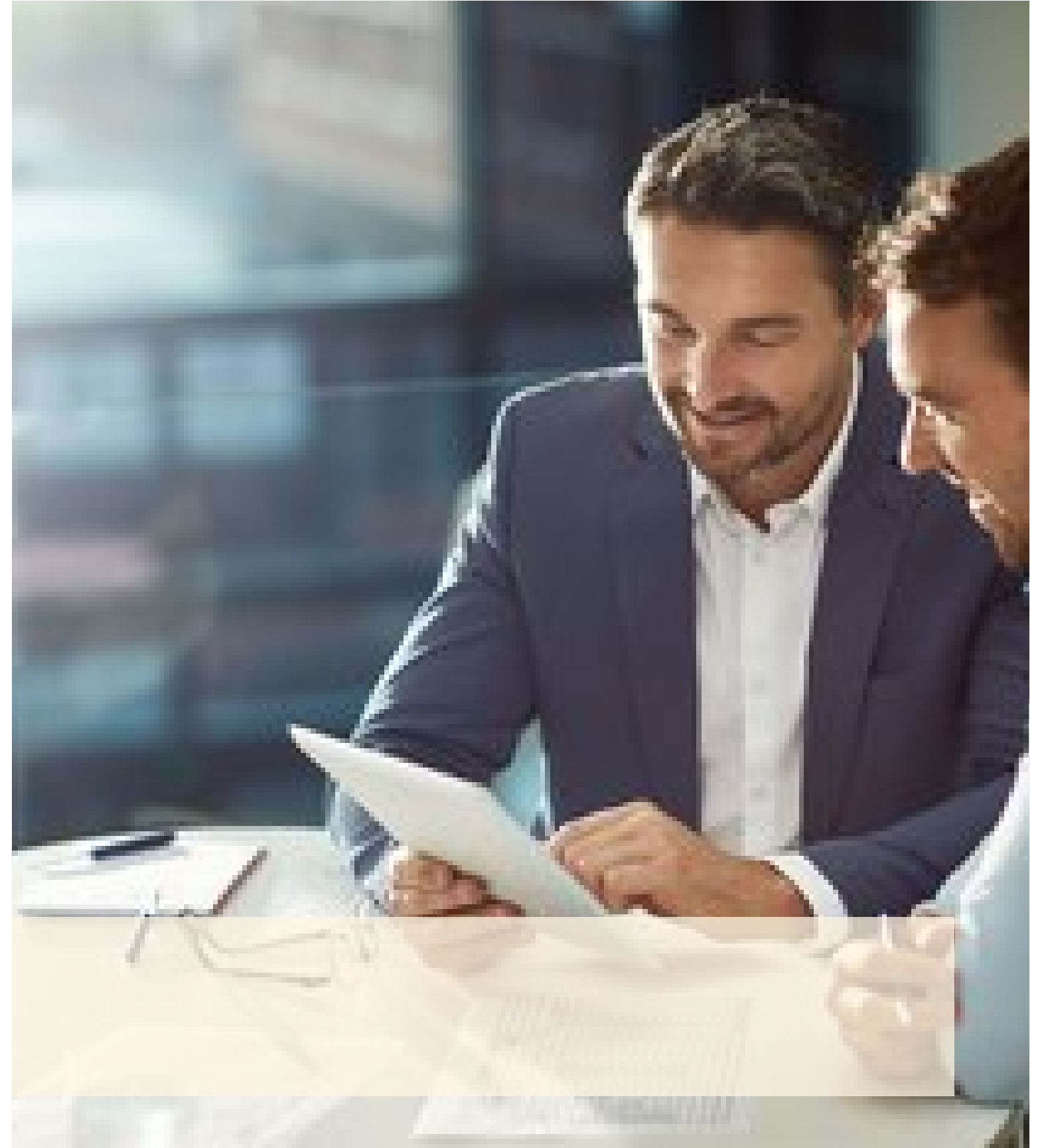
The Message Must Come From the Top



Your employees are your allies in preventing harassment

1. Notice the event
2. Interpret the situation as a problem
3. Assume personal responsibility
4. Know how to help
5. Step up and take action

PERIODIC MEETINGS WITH EMPLOYEES



INVESTIGATE COMPLAINTS PROMPTLY



CONSIDER WHETHER /WHEN TO ALLOW ANONYMOUS COMPLAINTS

GRIEVANCES &
COMPLAINTS

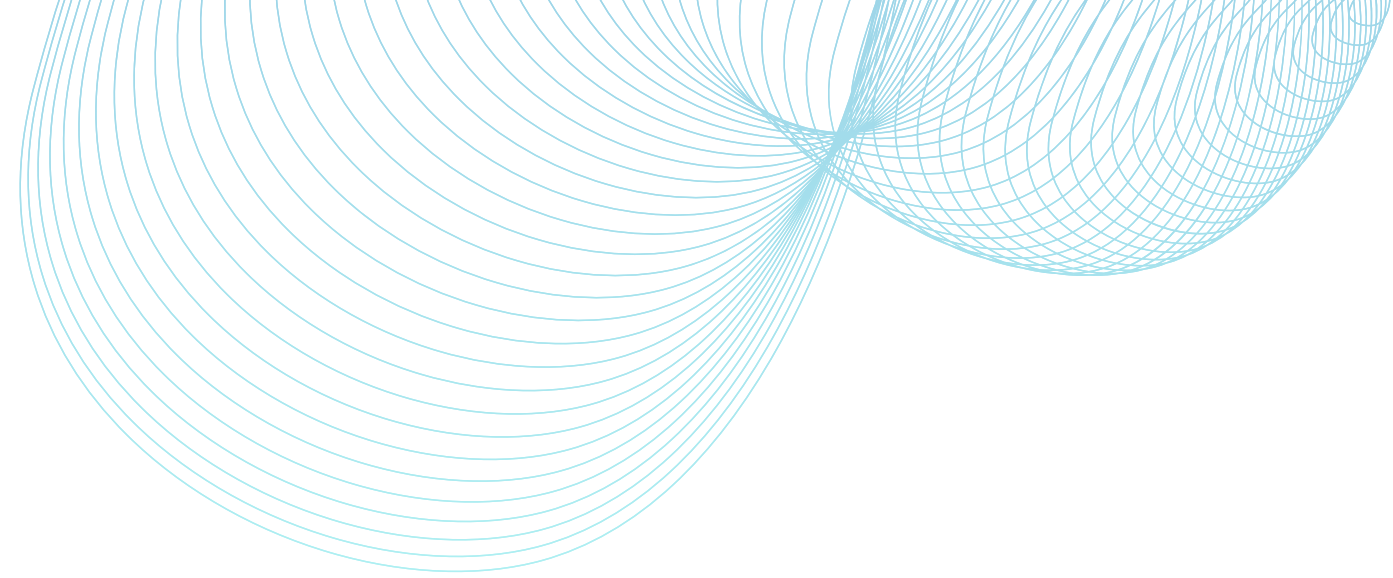


TAKE ACTION
AGAINST
THOSE WHO
VIOLATE
YOUR POLICY

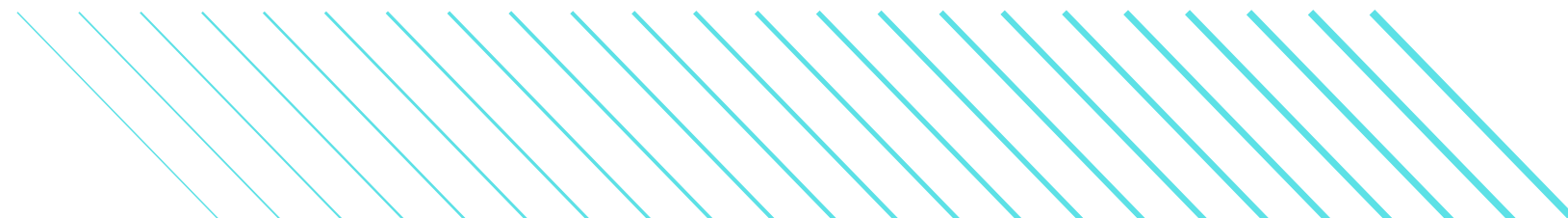
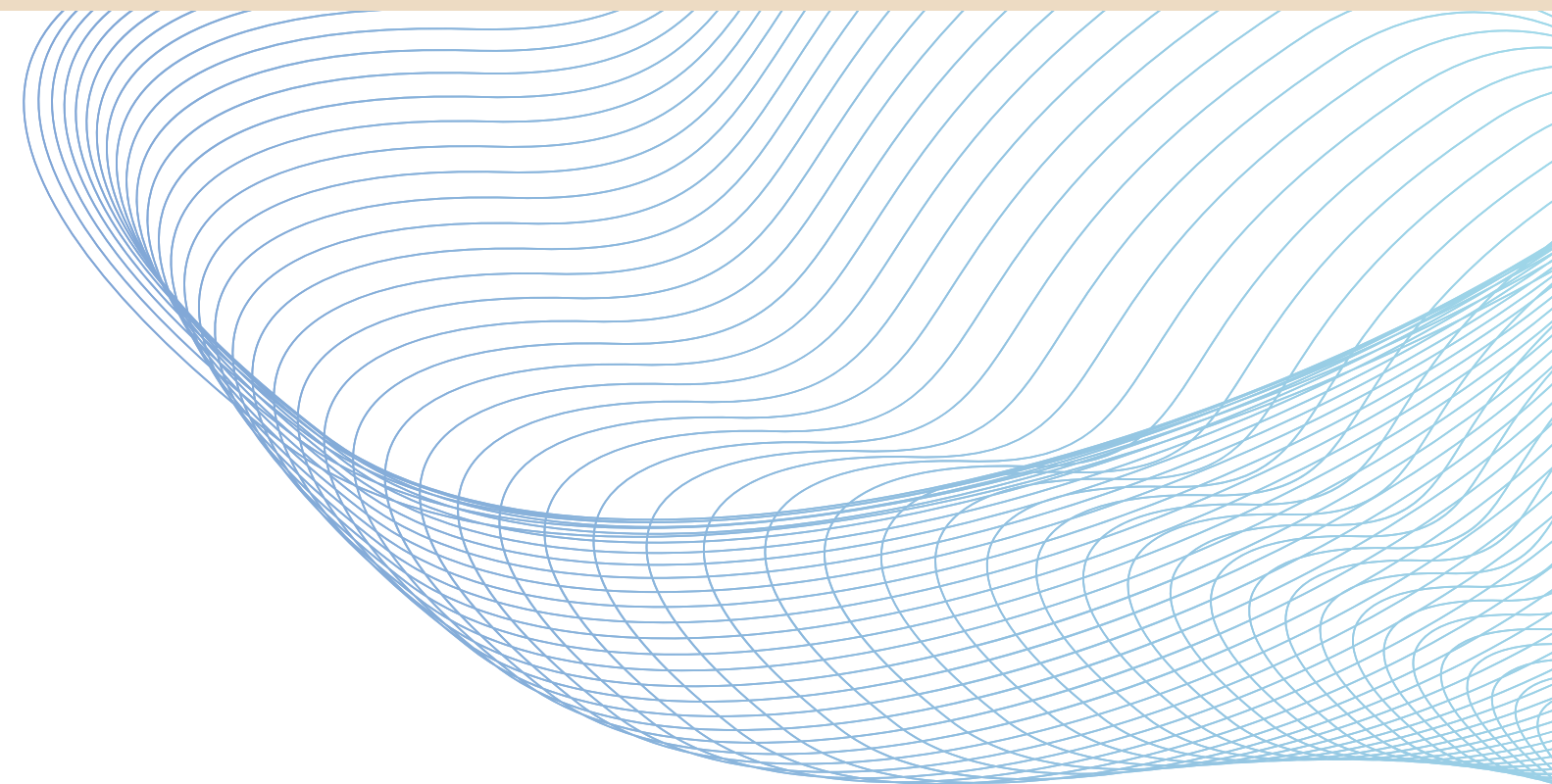
**WHAT IF THE
HARASSER IS A
SUPERSTAR
EMPLOYEE?**

Superstar

PERIODIC MANAGEMENT MEETINGS



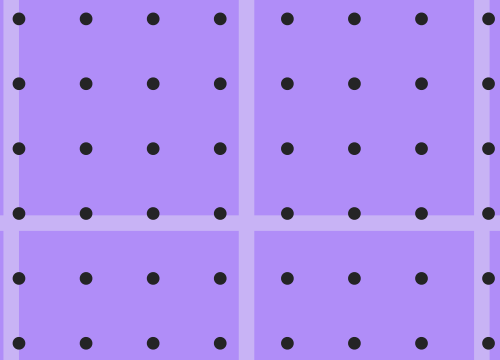
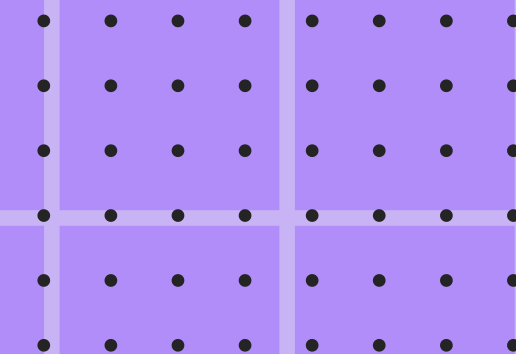
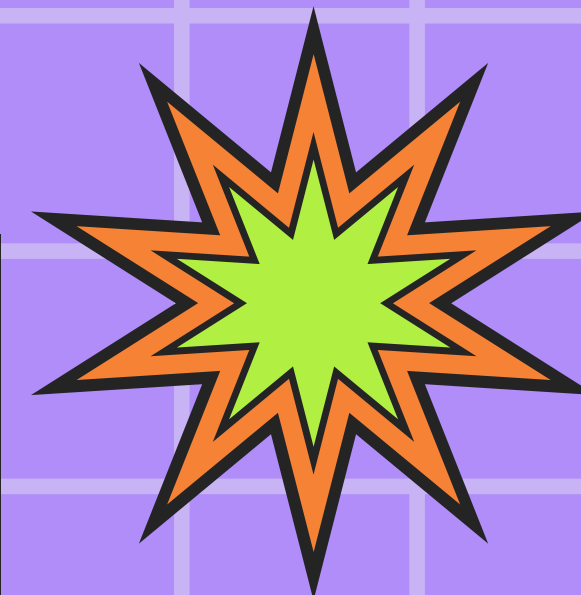
REWARD POSITIVE BEHAVIOR





CONSIDER EXIT SURVEYS

VOTE!



Implement
consistent
penalties





**PROVIDE
CLOSURE**



**AVOID
RETALIATION**

