

Webinar on

EEOC Report: Workplace Discrimination And Harassment Prevention Not Working- Workplaces Fail To Implement Systemic Changes

Date : August 17, 2021

Areas Covered

- *Review of the legal elements of discrimination and harassment law*
- *List of protected classes (for example, in MN there are 15 including state and federal laws)*
- *Specific requirements for compliance with GINA, ADAAA, and the PDA with a discussion of recent legal cases for each*
- *In-depth discussion of the need for “accommodations” for ADA, religion, and pregnancy*

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- *Steps of an Accommodation Meeting and follow-up*
- *Discussion of the nexus of bullying and harassment*
- *What these changes in case law mean for employers*
- *Training and policy requirements*
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Learning Objectives

- To review protected class discrimination and harassment*
- To identify the EEOC's 2016 findings*
- To update information on new discrimination & harassment court decisions related to Age, Genetics Disability, Pregnancy, Caregiving, Gender, and State and Federal Laws*
- To discuss the Affirmative Defense (AD) & your responsibility to liability via AD*

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- *To differentiate between bullying and protected class harassment*
- *To explore HR & management's legal and ethical responsibilities in prevention and intervention of bullying and harassment*
- *To describe the legal requirement of conducting an Accommodation Meeting*
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This webinar will explore HR management's legal and ethical responsibilities in prevention and intervention of bullying and harassment.

PRESENTED BY:

Dr. Susan Strauss is a national and international speaker, trainer, consultant, and a recognized expert on workplace and school harassment and bullying. She conducts harassment and bullying investigations and functions as an expert witness in harassment and bullying lawsuits. Her clients are from business, education, healthcare, law etc.

Date : August 17, 2021

Time : 01 : 00 PM EST

Duration : 120 Minutes

Price: \$149

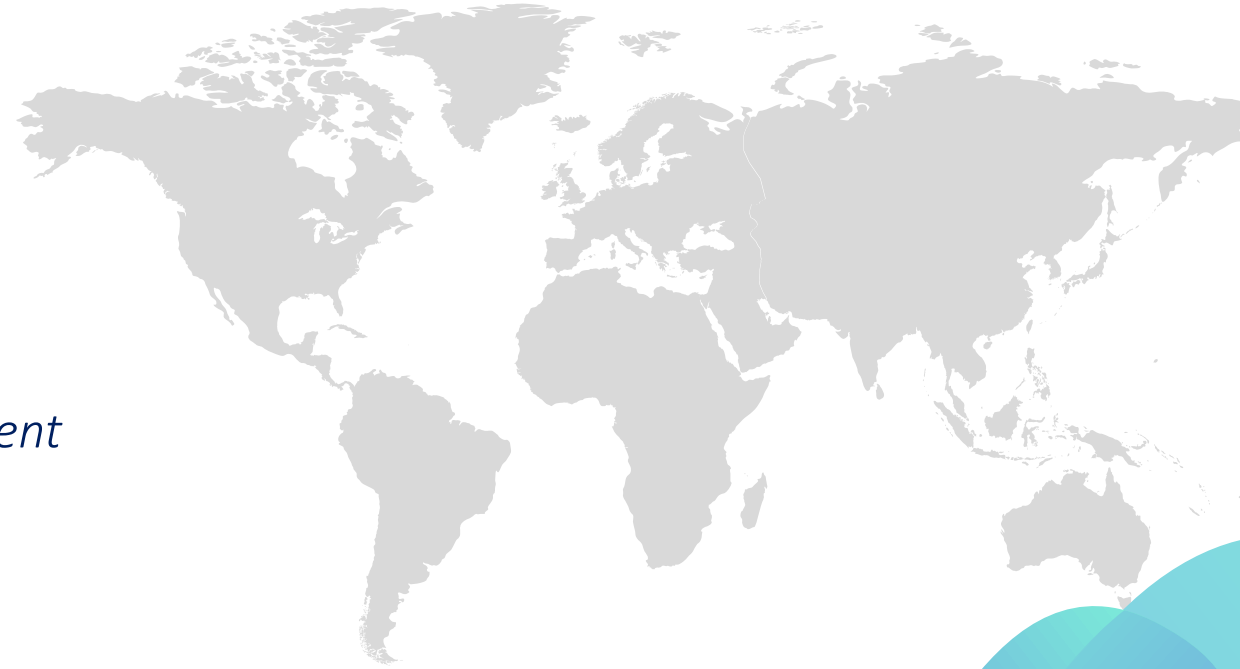
Webinar Description

You have been in Human Resources or management for years. Your plate is full—too much to do and to know in your increasingly stressful job. You are expected to stay current in discrimination and harassment case law for all the federal and state-protected classes. Are you current? It seems like an unending responsibility. You remember hearing something in the news about a change in the pregnancy law, but can't remember what it was. You know that the American Disabilities Act and Title VII have expanded with something called an accommodation meeting, but what does that require? You heard that a company was required to pay a plaintiff an additional \$1,000,000 because the company didn't do harassment training—could that be true? The #MeToo movement is alive and well. You have a company wellness program and have heard that employees are suing for discrimination based on the incentives offered for those who take part in the program. And it still isn't clear as to whether you can personally be sued for misconduct. The EEOC has said that current workplace prevention tactics aren't working—harassment continues to be a problem.



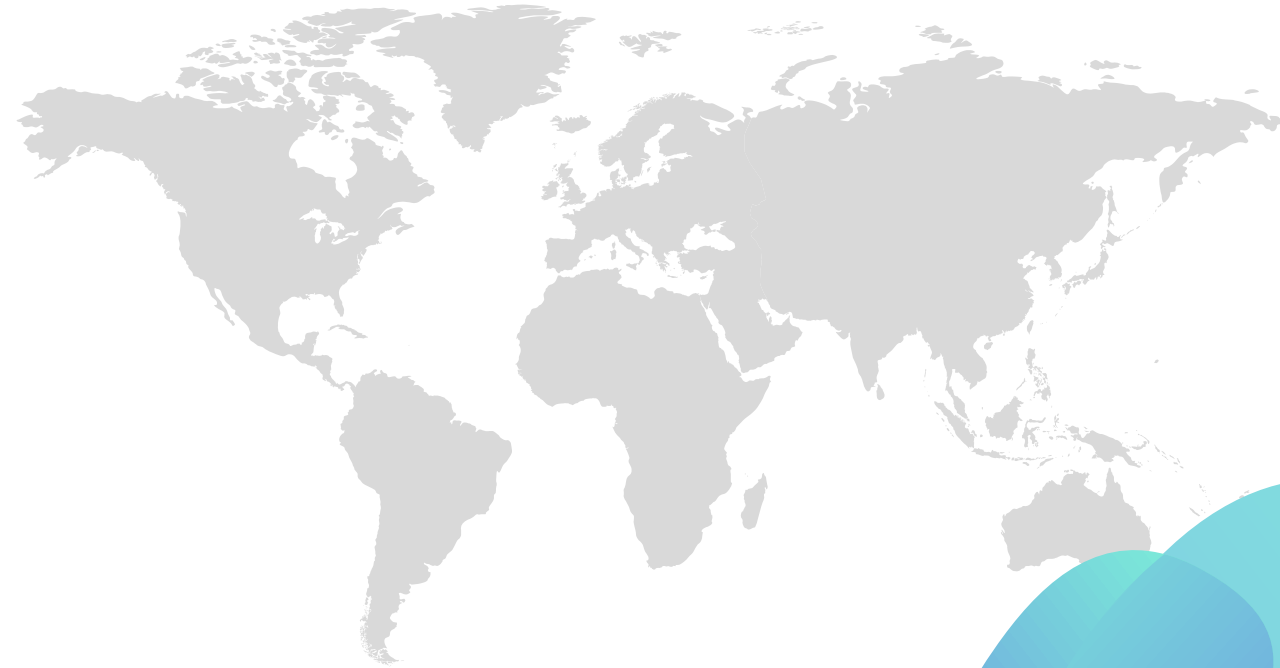
Who Should Attend ?

- *HR Specialists*
- *HR Managers*
- *Directors, Managers, and Supervisors of any department*



Why Should You Attend ?

It is almost impossible for managers and HR professionals to stay current in the ever-evolving civil rights case law due to their busy workload. As a result, discrimination and harassment may go unrecognized and allowed to continue creating a hostile work environment for employees resulting in absenteeism, turnover, loss of productivity, and physical and emotional health consequences to the target and witnesses of the abuse. Failure of managers and HR professionals to recognize discrimination and harassment creates liability for the organization and costly lawsuits.



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