

ILLEGAL HARASSMENT AWARENESS AND PREVENTION PROGRAM WHAT YOU NEED TO KNOW ABOUT SEXUAL HARASSMENT AND OTHER INAPPROPRIATE BEHAVIOR IN THE WORKPLACE

An In-House Training Program for All Employees
Presented by the Labor, Employment and Employee Benefits Group

Despite prohibitions and penalties under state and federal law, sexual and other illegal workplace harassment claims, and retaliation claims, continue to occur frequently. Thus, it is critical that employers remain vigilant about enforcing their anti-harassment policies, conducting proper investigations and educating their workforce regarding these laws on a regular basis.

Massachusetts Law Encourages Continuing Education

Under the Massachusetts sexual harassment law, employers are required to adopt and distribute a policy which prohibits sexual harassment and informs employees about steps to take in the event an employee believes he/she has been subjected to sexual harassment. The law also encourages employers to conduct sexual harassment education and training programs for new employees, including supervisors and managers, within one year of hiring.

Interactive and Customized Program

The sexual harassment training program presented by Mirick O'Connell's Labor and Employment Practice Group is designed to assist employers in meeting their obligations under the law and to educate managers and supervisors about sexual harassment awareness and prevention. The program also describes other types of illegal harassment, as well as how to manage other inappropriate behavior in the workplace.

The program is designed to be interactive, and participants are encouraged to ask questions and respond to hypothetical situations in order to help develop awareness and response skills.

Members of the Labor and Employment Group tailor the program to the type of organization involved and to the type of employees participating, whether they are employees with supervisory/management responsibilities, personnel without such responsibilities, or a combination of both. The program can also be designed to train managers who will be conducting similar in-house training of employees in the future.

Training Session Topics

- Complying with the Massachusetts Law on sexual harassment.
- Conduct which may constitute sexual harassment or other illegal harassment.
- Inappropriate conduct in the workplace (even if it does not constitute illegal harassment).
- An employer's responsibilities with respect to employees' off-duty conduct.
- Investigating claims of harassment.
- Appropriate disciplinary measures to take when sexual harassment has taken place.
- Liability for sexual harassment and for failing to take appropriate remedial steps.
- Summary of recent harassment cases

Interested in Scheduling a Program at Your Business?

Please call Jonathan R. Sigel, Esq. at 508.860.1474 for details.



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