



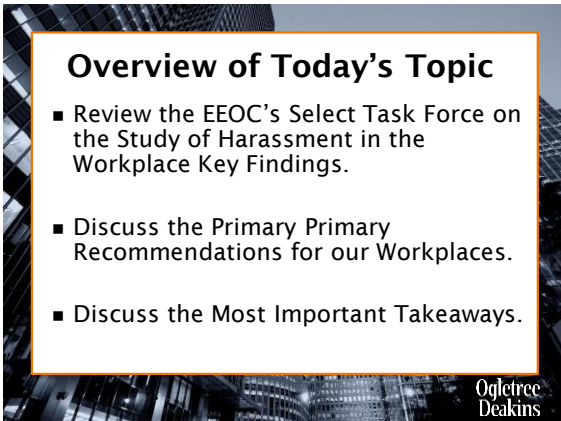
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**EMPLOYERS AND LAWYERS,
WORKING TOGETHER**

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**Unlawful Harassment: How Should Employers
Respond to the EEOC's Task Force?**

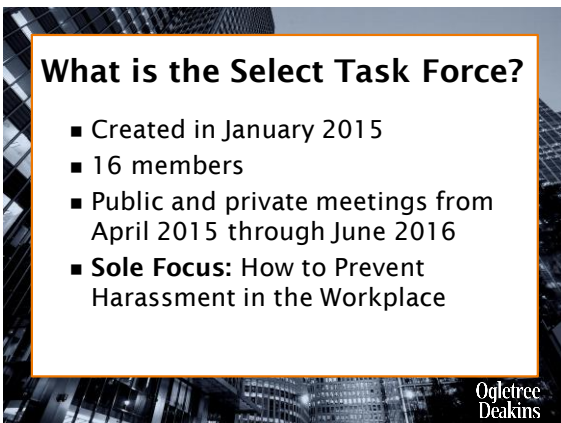
Luther Wright, Jr.



Overview of Today's Topic

- Review the EEOC's Select Task Force on the Study of Harassment in the Workplace Key Findings.
- Discuss the Primary Primary Recommendations for our Workplaces.
- Discuss the Most Important Takeaways.

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What is the Select Task Force?

- Created in January 2015
- 16 members
- Public and private meetings from April 2015 through June 2016
- **Sole Focus:** How to Prevent Harassment in the Workplace

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Task Force's Key Findings



SELECT TASK FORCE
ON THE STUDY OF
HARASSMENT IN THE
WORKPLACE

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1. *Workplace Harassment Remains a Persistent Problem.*



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2. *Workplace Harassment Too Often Goes Unreported.*

90% of
workplace
harassment is
never officially
reported.

Source: Workplace Conflict Facts and
Figures, Mediate.com

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3. *There Is a Compelling Business Case for Stopping and Preventing Harassment.*



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4. *It Starts at the Top - Leadership and Accountability Are Critical.*



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5. *Training Must Change.*



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6. *New and Different Approaches to Training Should Be Explored.*



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7. *It's On Us.*



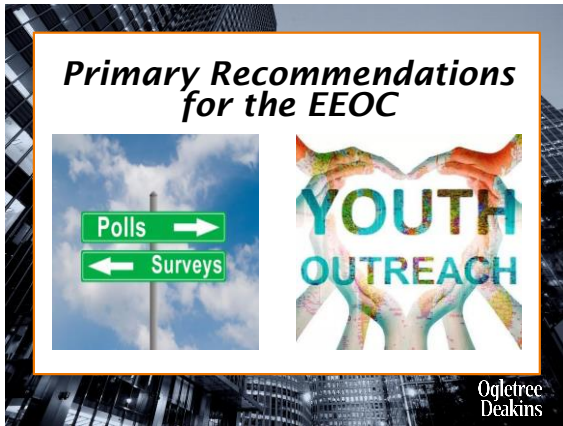
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Task Force Primary Recommendations



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**Primary Recommendations
for the EEOC**

YOUTH
OUTREACH

Polls →
← Surveys


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**Primary Recommendations
for Employers(Summary)**

1. *Recommendations on Culture*
2. *Recommendations on Policies*
2. *Recommendations on Training*
3. *Recommendations on Outreach*

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**Primary Recommendations
for Employers**

Employers should foster an organizational culture in which harassment is not tolerated, and in which respect and civility are promoted.

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Primary Recommendations for Employers

Assess workplaces for the risk factors for harassment and explore ideas to minimize.

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Primary Recommendations for Employers

Hold mid-level managers and front-line supervisors accountable for preventing and/or responding to workplace harassment, ***including through the use of metrics and performance reviews.***

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Primary Recommendations for Employers

If employers have a diversity and **inclusion strategy and budget**, harassment prevention should be an integral part of that strategy.

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Primary Recommendations for Employers

Employers should consider including **workplace civility training** and **bystander intervention training** as part of a holistic harassment prevention program.

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Primary Recommendations for Employers

Groups of employers should **come together to offer researchers access to their workplaces** to research the effectiveness of trainings, particularly in the context of holistic harassment prevention efforts

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Takeaways for Employers

1. Need to review and revise harassment policies.
2. Need to review diversity strategy and budget allocations
3. Need to gather harassment and employment metrics.
4. Larger focus on quality and kinds of training, including budget.

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Takeaways for Employers

- 5. Should work together with other employers or industry groups.
- 6. Look at opportunities to work directly with colleges and high schools.

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QUESTIONS?

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