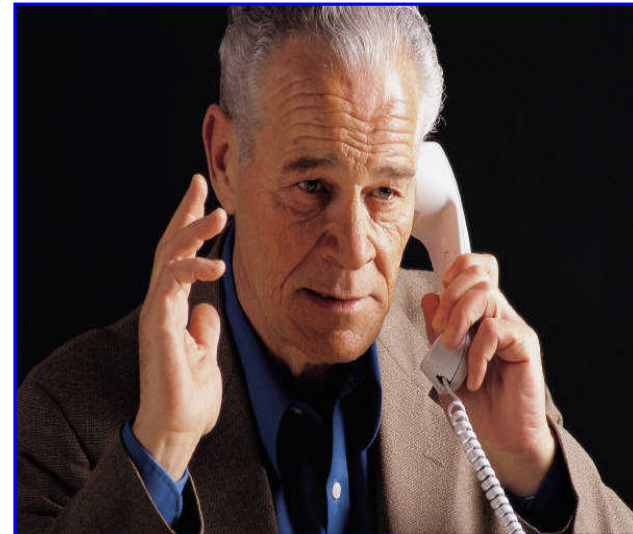
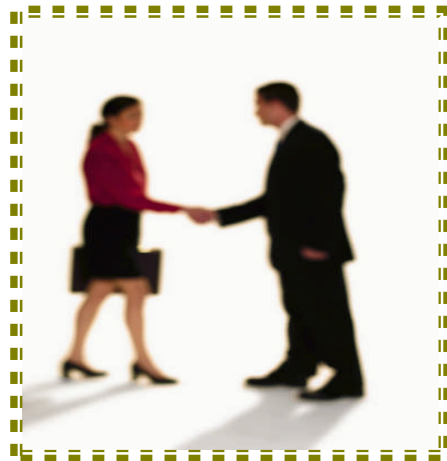
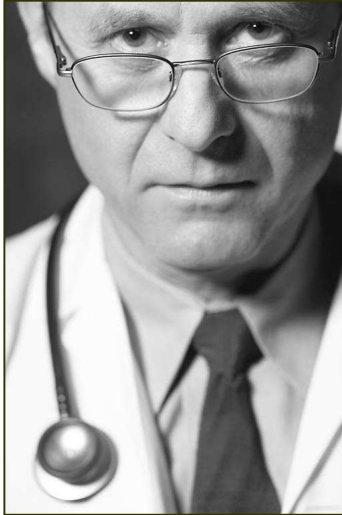


Harassment In the Workplace



Agenda

Introductory Activity: “Is this Harassment?”

I. An Overview of Harassment Law

- A. Who are “Protected Classes”
- B. A Definition of Unlawful Harassment
- C. Examples of Unlawful Harassment
- D. Circumstances Where Unlawful Harassment Occurs

II. Employee Obligations under the Law

- A. Know Workplace Policy
- B. Confront Unlawful Incidents of Harassment
- C. Report without Retaliation
- D. Attend Training
- F. Effectively Perform Your Job
- E. Show Respect

III. Workplace Scenarios



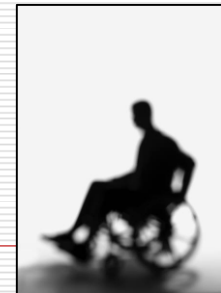
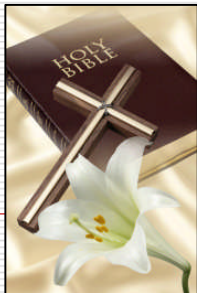
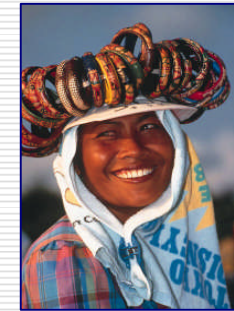
Harassment

and the Law



Who is protected?

- Race
- Color
- Religion
- Gender
- Age
- National Origin
- Disability & Pregnancy
- Military Status
- Retaliation





Harassment

Penalties: For intentional discrimination, an employee may seek a jury trial, with compensatory and punitive damages up to the maximum limitations established by the Civil Rights Act of 1991.

For employers with 15-100 employees, the maximum is **\$50,000** in remedies of back pay, reinstatement, or retroactive seniority for all types of discrimination, whether intentional or disparate impact.

***Note:** Personal Liability exists where an individual may be held accountable for violation of the law (Title VII). Meaning they are not protected by the company and are personally sued.

