



## EMPLOYER BULLETIN: HARASSMENT AND DISCRIMINATION TRAINING SEMINAR

In the late 1990s, in a series of cases, the United States Supreme Court determined that harassment and discrimination training should be periodically provided to employees. Failure to provide such training could expose an employer to punitive damages and the loss of certain affirmative defenses in harassment and discrimination claims.

The available affirmative defense regarding training includes two necessary elements: (1) that the employer exercised reasonable care to prevent and promptly correct any harassing conduct; and (2) the employee unreasonably failed to take advantage of any corrective opportunities provided by the employer to prevent the harm. Thus, it is imperative that employers take steps to meet this standard.

Prevention is the best tool to eliminate harassment and discrimination in the work place. Training, together with the establishment of an effective complaint or grievance process, can help you avoid employment litigation and promote a positive work environment. Kotz, Sangster, Wysocki and Berg, P.C. is offering a two hour **Harassment and Discrimination Training Seminar** for your managers and supervisors which reviews the basics of anti-discrimination and harassment laws. Attendees will participate through the use of practical hypotheticals and engage in a question and answer session with your attorney who is familiar with your organization. Attendees will learn how to:

- Identify harassment and discrimination issues and behavior.
- Diffuse potential legal claims.
- Avoid and deal with retaliation scenarios.
- Gain an understanding of their critical roles and responsibilities.
- Understand employer and individual liability.
- Recognize acceptable and non-acceptable behavior to promote a positive work environment.
- Respond to complaints of harassment and discrimination.
- Apply your company's policies regarding discrimination and harassment.

**If you have managers and supervisors that have not yet been trained, this training is a must.**

Kotz, Sangster, Wysocki and Berg, P.C.'s attorneys will come to your location for this live in-house training in order to decrease costs and minimize employee time away from work. Our price for this service is based on a flat fee rate of \$1,000.00 to ensure maximum attendance at an affordable price to you. Please contact Heather G. Ptasznik at (313) 259-8586 or John T. Below at (313) 259-8597, if you would like more information regarding this seminar or to set up a training date.

We are experienced, proactive and aggressive legal counsel providing superior service in all areas of employment law. If you would like further information regarding the issues raised in this newsletter or any other employment related issues, please contact Heather G. Ptasznik or John T. Below. For more information about Kotz Sangster, please visit us at [www.kotzsangster.com](http://www.kotzsangster.com). This newsletter is provided as general information service and should not be construed as and does not contain legal advice on any specific matter, nor does this message create an attorney-client relationship.