

# Laddey Clark & Ryan, LLP

## SEXUAL HARASSMENT AND DISCRIMINATION TRAINING

Professionalism  
...Excellence ... Success

### Employment and Labor Practice Group

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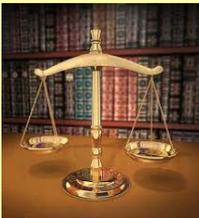
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### Employment and Labor Law Practitioners



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## Sexual Harassment and Discrimination Training

The best protection against sexual harassment liability is providing your employees with (1) a policy against sexual harassment; (2) a procedure for reporting it; and (3) employee and supervisor training on sexual harassment and your policy and procedures. Once you satisfy these three prongs, you can avail yourself of all the protection afforded by the law to those employers who take their responsibility to rid the workplace of sexual harassment.

For a flat fee of \$3,000, our employment law attorneys will provide you with a morning and an afternoon training session for employees and supervisors respectively. This fee includes a one on one consultation with you to discuss your current sexual harassment policies and complaint procedures, and any concerns that are unique to your business. Thereafter, we will prepare a Power Point presentation tailored to your business that will teach your employees and supervisors.

Our presentation will include an interactive discussion with employees obtaining their reactions to scenarios derived from actual with time for questions from participants. You will receive an Employer Certificate for sexual harassment of your workforce. Your employees will also receive a Certificate for Successful Completion of Sexual Harassment training.



## On-Site Instruction

**Our on-site, personalized training program includes supervisor and manager training on:**

- The three types of sexual harassment, i.e. hostile work environment, quid pro quo harassment, and retaliatory sexual harassment for reporting harassment;
- How to recognize the many behaviors which can be perceived as sexual harassment with your employees;
- The responsibilities imposed on supervisors;
- The liability which will be imputed to the employer and to supervisors for sexual harassment; and
- The components of your policy against sexual harassment as well as the complaint procedure for filing sexual harassment complaints and the laws that protect against retaliation for reporting sexual harassment.

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