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[Webinar] Workplace Violence and Sexual Harassment – OSHA and Employment Law Issues

On Tuesday, December 17, 2019 at 1:00 PM Eastern, Aaron R. Gelb, Lindsay A. DiSalvo and Megan Shaked will present a complimentary webinar regarding "Workplace Violence and Sexual Harassment – OSHA and Employment Law Issues."

Nearly 2 million American workers report being victims of workplace violence each year, and many cases go unreported. At the same time, the #MeToo movement has brought renewed focus on sexual harassment in the workplace. While there are no OSHA standards for workplace violence or sexual harassment, the General Duty Clause requires employers to provide employees a place of employment free from recognized serious hazards. Over the years, OSHA has issued General Duty Clause citations to employers after incidents of workplace violence or harassment.

Recently, one OSHA Regional office initiated an inspection after a pediatric services employee was sexually assaulted by a client's father after complaints were made to the employer by other employees about the alleged abuser. The EEOC, meanwhile, continues to focus on sexual harassment, having recovered nearly $70 million for employees claiming sexual harassment through litigation and administrative enforcement in FY 2018, up from $47.5 million in FY 2017. The question remains, however, whether OSHA will expand efforts to investigate and/or address sexual harassment, particularly in those workplaces where it is foreseeable or preventable.

Participants in this webinar will learn:

- Enforcement priorities relative to sexual harassment and workplace violence at the EEOC and OSHA
- Best practices related for designing effective anti-harassment policies, developing manager & employee harassment training programs, and implementing compliant investigation procedures
- Tips for creating an organizational culture in which harassment is not tolerated and ensuring employees are held accountable
- Steps that employers can take to develop and implement an effective workplace violence prevention program

This program is valid for 1.00 PDC for the SHRM-CP or SHRM-SCP.

Click here to register for this webinar.