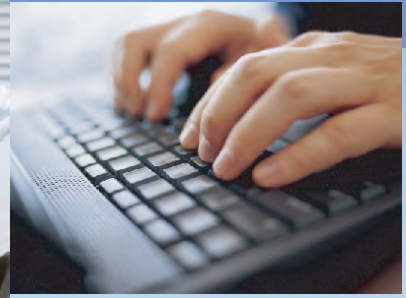


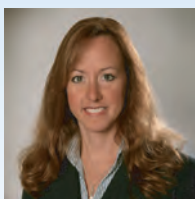
Is It Time For Harassment Training?



Avoid a verdict like IHOP suffered - they were ordered to pay \$105,000 in fall 2010, after a Milwaukee court determined that their employees and managers were not effectively trained.

Cases keep coming down daily, ruling against employers for harassment at work. What mistakes are employers making? In today's social media explosion, you cannot afford to not train your supervisors and employees about the consequences of harassment. Do you recognize harassment when you see it occur in your workplace, on facebook, or in an employee's text message that has been brought to your attention? What kind of liability do you face with employees communicating through blogs and tweets? Learn not only how to spot harassment, but also how to prevent it! Training also includes how to address an employee complaint to reduce your liability.

1. Do your supervisors know they hold the company directly liable for their conduct and decisions?
2. Do your employees know what prohibited harassment is?
3. What do you need to evaluate to determine if the "harassment" is unwelcome and why is that important?
4. Can you monitor employee e-mail, text, and instant messaging?
5. What kind of investigation should you conduct once you receive a complaint of harassment?
6. When can ongoing harassment turn into a retaliation claim?
7. What if your customer, vendor or independent contractor is engaging in harassment?



About the Trainer

Attorney Deborah A. Krukowski emphasizes her practice in the area of litigation and investigations before the ERD and the EEOC and matters under Title VII, the ADA, the ADEA, the FMLA, harassment and general employment discrimination law. She provides legal advice on employee handbooks and policies, including social media. Debby presents on-site and audio training programs for employers on the subjects of harassment, retaliation, social media, and discipline and discharge, among others.

- At your location, or live audio or video training
- Group size of your choice
- Customized for your organization
- Actual workplace examples
- Question and answer periods

**For more information, contact Kathy Markos, Educational Services Coordinator,
at (414) 988-8421 or kam@kclegal.com.**