

AVOIDING “PERVERTGATE” and “ME TOO!”

Understanding Workplace Bullying & Harassment, Gender Stereotyping and Sexual Orientation Discrimination

by

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There are **SO MANY MYTHS** out there about what constitutes **SEXUAL and ILLEGAL HARASSMENT**. But what is the **TRUTH**? If you **REALLY** want to understand what the laws says, and more importantly how to prevent it, **THIS IS THE SESSION FOR YOU!**

SEXUAL & ILLEGAL HARASSMENT

- What is the difference between “**BULLYING**” and “**HARASSMENT**”?
- What is “**QUID PRO QUO**” harassment ... and how does it differ from “**HOSTILE ENVIRONMENT**”?
- What is “**ILLEGAL HARASSMENT**” ... and what **ISN’T**?
- What is required to prove a case of **ILLEGAL HARASSMENT**?
- What are the **FOUR WORKPLACE RISKS** of “**BULLYING**” and “**HARASSMENT**”?
- Why do 77% of all Americans say they **HATE** their jobs?
- What are **EMPLOYEES REQUIRED** to do when they feel they have been harassed ... and what are **EMPLOYERS REQUIRED** to do?
- What is “**QUID PRO QUO**” harassment ... and how does it differ from “**HOSTILE ENVIRONMENT**”?
- What is “**ILLEGAL HARASSMENT**” ... and what **ISN’T**?
- When does “**JOKING AROUND**” become “**HARASSMENT**”?
- What does it mean to be “**HYPERSENSITIVE**” according to the U.S. Supreme Court?
- When are employers responsible for the “**OFF DUTY ACTIVITIES**” of employees?
- What new court decisions have **INCREASED** employee protection from **RETALIATION**?
- What did the court say in the famous “**SNIFFING**” Case?
- How should employers handle **EMPLOYEE DATING**?

- Why are employers **RESPONSIBLE** for what their employees do **OFF THE JOB** ... and what do you need to do about it?
- What constitutes “**RETALIATION**” under the law ... and how did it all change in **2006**?
- What is the “**NEUROLOGY OF EMOTIONS**” and why do we humans react the way we do?
- How should you define “**TOLERANCE**”?
- Why should you **NEVER** require your employees to be “**ACCEPTING**” of each other?
- What is the difference between “**DIVERSITY**” and “**TOLERANCE**”?
- How should you address issues of **HARASSMENT** and **BULLYING**?

GENDER STEROTYPING

- What is “**GENDER STEREOTYPING**” ... and ***WHO DOES IT PROTECT?***
- What did the U.S. Supreme Court say about **GENDER STEREOTYPING**?
- What has the Sixth Circuit Court of Appeals said about **GENDER STEREOTYPING**?
- Why are your **GENDER BASED DRESS CODE** policies **ILLEGAL**?
- Are your **TRANSGENDER** employees covered by **GENDER STEREOTYPING**?
- How will **YOUR EMPLOYEES** react when a co-worker decides to **TRANSITION FROM MALE TO FEMALE ... OR VICE VERSA**?
- Is it legal to discipline a man for wearing a **DRESS, MAKE UP** and **NAIL POLISH** to work?

SEXUAL ORIENTATION

- Which circuit courts classify **SEXUAL ORIENTATION** as a **PROTECTED CLASS**?
- Is **SEXUAL ORIENTATION** classified as a **PROTECTED CLASS** under Title VII?
- How have the Ohio **FEDERAL DISTRICT COURTS** treated **SEXUAL ORIENTATION** under Title VII?
- What is the **DIFFERENCE** between **SEXUAL ORIENTATION** and **GENDER STEREOTYPING** ... and how will you explain the difference to the EEOC, the Ohio Civil Rights Commission or to an attorney?

...and MUCH, MUCH more...

Join Scott Warrick, one of Ohio’s most popular speakers, as he reviews Bullying & Sexual and Illegal Harassment, Sexual Orientation and Gender Stereotyping ... including the most recent and most important developments in this area of the law in his own unique, practical, entertaining and humorous style. Scott will not only inform you of what the law requires, but he will use his 35 years of Human Resource and Employment Law experience to tell you how to use this information **IMMEDIATELY!**

Learning Objectives

In this session you will learn ...

- **What is the difference between “BULLYING” and “HARASSMENT”?**
- **What is required to prove a case of ILLEGAL HARASSMENT?**
- **What is GENDER STEREOTYPING?**
- **How have the courts treated discrimination and harassment based on SEXUAL ORIENTATION?**
- **What is the difference between difference between HOSTILE ENVIRONMENT and QUID PRO QUO?**
- **What constitutes RETALIATION?**
- **How can you REALLY prevent such problems from happening?**



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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is both a practicing Employment Law Attorney and Human Resource Professional with over 35 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style. Scott trains managers and employees **ON-SITE** in over 50 topics.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Happen.” Scott’s goal is NOT to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott Trains Managers and Employees ON-SITE in over 50 topics ... all of which can be customized for you. *LET SCOTT DESIGN A PROGRAM FOR YOU!*

Scott’s “**Employment Law Videos**” on the ADA, FMLA, FLSA and Harassment. “**The Human Resource Professional’s Complete Guide To Federal Employment And Labor Law**” & Scott’s “**Do It Yourself HR Department**” are favorites for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Intelligence Instructor and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008 and 2012.

Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to **www.scottwarrick.com**.