

ALL VIDEOS PROGRAM OUTLINE

AVOIDING “PERVERTGATE”:

Understanding and Preventing Workplace Bullying & Harassment

by

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP

***Scott Warrick Human Resource Consulting, Coaching & Training Services
&***

***Scott Warrick Employment Law Services
(614) 738-8317 ♣ scott@scottwarrick.com***

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

CLASS SCHEDULE

33 page handout

EMPLOYEE GENERAL: 2 HOURS

I.	WHY ARE WE HERE?	7 minutes
II.	BULLYING vs. HARASSMENT	5 minutes
III.	WHAT I DO ON MY OWN TIME IS MY OWN BUSINESS	23 minutes
IV.	BRAINWASHED! The 4 Risks of Bullying	28 minutes
V.	HARASSMENT QUIZ	15 minutes
VI.	QUID PRO QUO (Tangible Employment Action)	6 minutes
VII.	HOSTILE ENVIRONMENT REASONABLE PERSON STANDARD	23 minutes
VIII.	DO YOU HAVE CLEAN HANDS?	5 minutes
IX.	BYSTANDER HARASSMENT	3 minutes
X.	SAME SEX SEXUAL HARASSMENT	5 minutes
XI.	NON-EMPLOYEE HARASSMENT	3 minutes
XII.	RETALIATION	3 minutes

TOLERANCE AND EMOTIONAL INTELLIGENCE VIDEO: 30 MINUTES

- I. WHY DO SO MANY SMART PEOPLE DO SO MANY STUPID THINGS?
- II. HAVE WE EVOLVED?
- III. WHY ARE EMOTIONS SO MUCH STRONGER THAN OUR LOGIC?
- IV. THE SPEED OF EMOTIONS
- V. EMOTIONAL INTELLIGENCE: CAN YOU CONTROL YOUR EMOTIONS AND EGO?
- VI. WHAT IS DIVERSITY?
- VII. WHAT IS TOLERANCE?
- VIII. TOLERANCE IS **NOT** ACCEPTANCE
- IX. DIVERSITY BREEDS GROUPSİM
- X. DO YOU SEEK OUT OTHERS WHO ARE DIFFERENT FROM YOU?

SEXUAL ORIENTATION & GENDER STEREOTYPING: 7 MINUTES

- I. STATES WHERE SEXUAL ORIENTATION IS A PROTECTED CLASS
- II. SEXUAL ORIENTATION IS NOT PROTECTED UNDER FEDERAL LAW
- III. HIVELY V. IVY TECHNICAL COMMUNITY COLLEGE: SEVENTH CIRCUIT ADOPTS SEXUAL HARASSMENT AS A PROTECTED CLASS UNDER TITLE VII
- IV. GENDER STEREOTYPING

ADDITIONAL SUPERVISOR MATERIALS: 22 MINUTES

- I. NEW RETALIATION STANDARD
- II. PARTICIPATING IN INVESTIGATIONS IS A PROTECTED ACTIVITY
- III. RETALIATION AGAINST THIRD PARTIES COUNTS
- IV. HARASSMENT BY ASSOCIATION COUNTS
- V. EMPLOYER'S RESPONSE TO THE ILLEGAL HARASSMENT CHARGE

TOTAL RUNNING TIME: 3 HOURS

AVOIDING “PERVERTGATE”: Understanding and Preventing Workplace Bullying & Harassment

by

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP

***Scott Warrick Human Resource Consulting, Coaching & Training Services
&***

***Scott Warrick Employment Law Services
(614) 738-8317 ♣ scott@scottwarrick.com***

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

- 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 are the **FOUR WORKPLACE RISKS** of “**BULLYING**” and “**HARASSMENT**”?
- Why do 77% of all Americans say they **HATE** their jobs?
- What are the **TWO TYPES** of illegal harassment ... and how do they differ?
- What are **EMPLOYEES REQUIRED** to do when they feel they have been harassed ... and what are **EMPLOYERS REQUIRED** to do?
- 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?
- What is “**GENDER STEREOTYPING**” ... and how is it viewed by the courts?
- Is it legal to discipline a man for wearing a **DRESS, MAKE UP** and **NAIL POLISH** to work?
- Which employers are covered by “**SEXUAL ORIENTATION HARASSMENT**” ... and which are NOT?
- Why are employers **RESPONSIBLE** for what their employees do **OFF THE JOB** ... and what do you need to do about it?
- How should employers handle **EMPLOYEE DATING**?

- 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**”?

...and MUCH, MUCH more...

Join Scott Warrick, one of Ohio’s most popular speakers, as he reviews Bullying & Sexual and Illegal Harassment law ... 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 30 years of Human Resource and Employment Law experience to tell you how to use this information IMMEDIATELY!



Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting, Coaching & Training Services
&
Scott Warrick Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM
Link Up With Scott On [LinkedIn](#)

Business First's 20 People To Know In HR

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Instructor

2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

Scott Warrick combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)

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's academic background and awards include:

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & Human Resources and B.A. in Organizational Communication:
The Ohio State University

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

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