

LET'S BULLY THE ODDBALL!

PREVENTING ALL FORMS OF BULLYING & HARASSMENT IN THE WORKPLACE

This program complies with the EEOC's 2016 Harassment Training Guidelines

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- What is the difference is 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 role does **TOLERANCE** play in preventing **HARASSMENT**?
- 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, including the use of **SOCIAL MEDIA**?
- What did the court say in the famous “**SNIFFING**’ Case?”
- 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 **BYSTANDER INTERVENTION** and why it the most effective tactic every employer should be adopting?
- What are **EPR Skills** ... and how should they be used to **ADDRESS and RESOLVE CONFLICT**?

...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 and humorous style. Scott will not only inform you of what the law requires, but he will use his 40 years of Human Resource and Employment Law experience to tell you how to use this information

IMMEDIATELY!

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is a two-time best-selling author, a national professional speaker, a practicing Employment Law Attorney and a Human Resource Professional with 40 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 and entertaining style.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!** Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

LET SCOTT DESIGN A PROGRAM FOR YOU!

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

Scott’s first book, **Solve Employee Problems Before They Start: Resolving Conflict in the Real World**, is a #1 Best Seller for Business and Conflict Resolution on Amazon. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, **Living The Five Skills of Tolerance: A User’s Manual For Today’s World**, is also a #1 Best Seller in 13 categories on Amazon, including Business Leadership, Minority Studies, Organizational Change, Management, Religious Intolerance, Race Relations and Workplace Culture, to mention a few.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite 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 Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 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.

