

ARE YOU COMPLYING WITH THE NEW 2016 EEOC HARASSMENT GUIDELINES

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Are you in COMPLIANCE with the 2016 EEOC Guidelines on Harassment Training?

- Why did the **EEOC** say that the training provided by **LAWYERS** has only made everything **WORSE**?
- Are you still using “**ZERO TOLERANCE**” policies, even though the EEOC says they do more harm than good?
- Are you training your people in **BYSTANDER INTERVENTION**?
- Why did the EEOC say that **BYSTANDER INTERVENTION** is the most effective way to prevent bullying and harassment?
- Is **CONFLICT RESOLUTION** part of your harassment training?
- Is **ENABLING** also now part of your training?
- Why did the EEOC require you to include **TOLERANCE** in your harassment training, and how should that be defined and presented?
- Are you training your people the **DIFFERENCE** between **BULLYING** and **HARASSMENT**?
- Are you addressing **RETALATION** in your training, which is now the #1 charge filed with the EEOC?
- Why are employers **RESPONSIBLE** for what their employees do **OFF THE JOB** ... and what do you need to do about it?
- Are you addressing **SOCIAL MEDIA** in your harassment training?
- Are you addressing **NON-EMPLOYEE HARASSMENT**?
- Are you incorporating **SEXUAL ORIENTATION** and **GENDER IDENTITY** as **PROTECTED CLASSES** under Title VII into your training?
- What is the **DIFFERENCE** between a **HOSTILE ENVIRONMENT** and **WHAT IS OFFENSIVE**?

...and MUCH, MUCH more...

Join Scott Warrick, one of Ohio's most popular speakers, as he reviews with you what the EEOC now wants employers to include in their harassment training in order to prevent these problems from happening in the first place. 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.

