

“Why Is My Harassment Program NOT In Compliance?”

How To Comply With The EEOC’s Harassment Training Requirements

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

Scott Warrick HR Consulting & Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

“I have a supervisor that has been sexually harassing his employees. I looked into it immediately, discovered it was true, so I fired the harasser. However, the employees are suing me anyway! They say that I did not take steps to **PREVENT** it from happening in the first place. How am I supposed to do that? What am I required to do to prevent sexual and illegal harassment in the workplace?”

Are these new topics from the EEOC in your HARASSMENT TRAINING?

Bystander Intervention

Conflict Resolution

Define “Bullying”

Social Media

Tolerance

If no ... your Harassment Program IS NOT IN EEOC COMPLIANCE!

- Why did the EEOC say that the **HARASSMENT TRAINING** we have been doing is not effective in **PREVENTING ANYTHING**, but in fact, it is **ACTUALLY DOING MORE HARM THAN GOOD**?
- How did the EEOC say our **HARASSMENT TRAINING MUST CHANGE**?
- Is **YOUR** Harassment Training Program in **COMPLIANCE** with the EEOC’s **GUIDELINES**?
- What **RISKS DO YOU ASSUME** if you are not in **COMPLIANCE**?
- When are you **AUTOMATICALLY LIABLE** for **ILLEGAL HARASSMENT** in your workplace if you have **NOT TAKEN REASONABLE MEASURES TO PREVENT IT**, which includes **PROPER TRAINING**?
- What is **TOLERANCE**, and why is it now **REQUIRED** by the **U.S. SUPREME COURT and the EEOC**?
- What is **BYSTANDER INTERVENTION** and why is it the most effective way to stop bullying?

- How should you define “**BULLYING**” in your organization?
- How can you use your **BULLYING/HARASSMENT PROGRAM** to **PREVENT WORKPLACE VIOLENCE**?
- How can your **BULLYING/HARASSMENT PROGRAM** bolster your **DIVERSITY PROGRAM**?
- What does it **REALLY MEAN** to be “**OFFENSIVE**” or “**HYPERSENSITIVE,**” according to the U.S. Supreme Court?
- What are **EPR Skills** ... and how should they be used to **ADDRESS** and **RESOLVE CONFLICT**?
- When are employers responsible for what employees do on **SOCIAL MEDIA**?
- What is the difference between **ACCEPTANCE** and **TOLERANCE**?
- Why are employers **RESPONSIBLE** for what their employees do **OFF THE JOB** ... and what do you need to do about it?
- How does a **BULLYING** environment **DESTROY YOUR BRAIN**?

...and **MUCH, MUCH** more...

Scott will also show you how **BULLYING** and **HARASSMENT** can be so devastating to your organization, you personally and what **YOU** and **YOUR ORGANIZATION NEED TO DO ABOUT IT!** Scott will show you exactly what you need to do to get **WIDESPREAD BUY-IN** and create a “**SAFE**” workplace for all your employees in his own unique, practical and humorous style. Scott will show you how to use this information **IMMEDIATELY!**

Learning Objectives

In this session, you will learn:

1. How to comply with the EEOC’s **HARASSMENT TRAINING GUIDELINES**.
2. How to establish your **CULTURE** of having a “**SAFE**” **ENVIRONMENT** for **EVERYONE**.
3. How to get **WIDESPREAD BUY-IN** from your employees to **STOP BULLYING EACH OTHER**.
4. How to clearly define for everyone what constitutes **BULLYING & HARASSMENT** to keep it from happening in the first place.

Scott's Bio

Scott Warrick (www.scottwarrick.com) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 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 on site in his own unique, practical and entertaining style.

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 is a three-time bestselling author: [Solve Employee Problems Before They Start: Resolving Conflict in the Real World, Tolerance and Diversity For White Guys ... And Other Human Beings](#) and [Healing The Human Brain](#).

Scott presents to national, state and local groups alike, both in person and through webinars. His topics range from Healing The Human Brain, Bullying/Harassment, Conflict Resolution, Leadership and Tolerance, to mention a few. Click here to learn about Scott’s topics: <https://scottwarrick.com/training-speaking/>

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “TOLERANCE & BRAIN HEALTH” program.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR 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.