

WORKPLACE TRAINING

## Harassment Prevention Services



Sexual harassment claims are grabbing headlines at a pace and intensity like never before. All employers—regardless of industry, size or geography—must ensure they have appropriate preventive and issue management practices in place.

**Model** - Leaders must model expected conduct.

**Message** - Employers must communicate the message of expected conduct to everyone.

**Manage** - Employers must manage situations when they arise.

**Monitor** - Employers must monitor their workplaces.

With 61 offices nationwide and more than 950+ attorneys focused exclusively on workplace law and related practices, Jackson Lewis P.C. offers a suite of practical and easy-to-implement resources to help employers Model, Message, Manage and Monitor.

### Training

#### **Creative. Interactive.**

Using simulations, role-playing, polling and other platforms, our programs promote attendee interaction. Focus is on your organization—we tailor each session to your company's unique needs and culture. We ensure compliance with applicable law, but include content that goes beyond rote, check-the-box training to include topics such as bystander intervention and unconscious bias.

#### **Cost-Effective Service.**

One of the biggest challenges for clients is managing legal budgets. Jackson Lewis attorneys provide clients with in-depth experience, value and fee certainty. We offer highly-tailored fee arrangements, including flat fees that align with your organization's goals.

### **Tailored Content.**

- Board, C-Suite and leadership training focused on conduct, consequences, appropriate and inappropriate behavior.
- Harassment prevention training for ALL audiences (e.g., boards, executives, people managers, individual contributors) tailored for the audience and employer, incorporating the EEOC's recommended content.
- Effective investigations and remedial action training for employee relations and human resource professionals for appropriate managing of situations when they do arise.

## **Related Services**

### **Advice and Counseling.**

- Our attorneys routinely help prevent issues, manage crises and generate institutional culture change where necessary.
- Culture change management to help organizations actualize harassment-free environments in the wake of substantiated allegations.
- Effective, compliant policy review and creation, consistent with state-specific requirements and best practice recommendations.
- Internal investigation experience to step in and conduct investigations when situations warrant external investigations.
- Disciplinary action assessment and drafting when action is required.
- Climate and engagement surveys to help employers monitor their workplaces.

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## **Edward M. Cherof**

### **Principal**

Atlanta  
404-586-1851  
[Edward.Cherof@jacksonlewis.com](mailto:Edward.Cherof@jacksonlewis.com)

## **Samia M. Kirmani**

### **Principal**

Boston  
617-367-0025  
[Samia.Kirmani@jacksonlewis.com](mailto:Samia.Kirmani@jacksonlewis.com)

## **Kristen M. Baylis**

### **KM Attorney**

Denver  
303-876-2217  
[Kristen.Baylis@jacksonlewis.com](mailto:Kristen.Baylis@jacksonlewis.com)

[jacksonlewis.com/practice/workplace-training](https://jacksonlewis.com/practice/workplace-training)

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