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# Schedule One of David Pogrund's Employment Law Workshops for Managers at Your Office!

***“Sexual Harassment.”*** Under the EEOC Guidelines, an Employer can be liable for the offensive conduct of its Supervisors and Managers even if the Employer does not condone, acquiescence, or become aware of the Sexual Harassment. Recently, the Supreme Court of the United States set forth a clear standard for Employers and Employees on all matters of Sexual Harassment. Essentially, when no tangible employment action is taken against an Employee, but there is an allegation of a Sexually Hostile Environment, an Employer may raise an Affirmative Defense to liability or damages by claiming two necessary elements:

1. That the Employer exercised reasonable care to prevent any Sexually Harassing Behavior;
2. That the Plaintiff-Employee unreasonably failed to take advantage of any preventive or corrective opportunities provided by the Employer or to avoid harm otherwise.

One significant way to fulfill the requirement that the Employer exercise reasonable care to prevent and correct any Sexually Harassing Behavior which was recognized by the U.S. Supreme Court is for the Employer to conduct Seminars for its Employees periodically so that they are aware of what constitutes Sexual Harassment, how to effectively investigate and correct any Sexual Harassment in the workplace. In addition, Employers should post a written stated policy regarding Sexual Harassment and any other Harassment in the workplace.

In today's environment, almost every classification of employee is protected by either Title VII, the ADEA, the ADA, the IDHR, the EEOC and local Human Rights Acts protecting employees who are disabled, over 39 years of age, Males, Females, People of different National Origins, People of different Races, Religions, etc. Our Seminar will assist your Supervisors and Managers in the Hiring, Firing and Demotion of Employees with a view toward avoiding any discriminatory treatment or impact on certain protected classes of employees and to also avoid any inference of retaliatory discharge.

Our Law Firm Seminar will not only provide your Supervisors and Managers with the know how relating to the investigation and prompt resolution of Sexual Harassment Complaints but will also partially fulfill the Supreme Court requirement and defense that the Employer exercise reasonable care to prevent and correct promptly any Sexually Harassing Behavior.

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