



Collaborative Measures | Conflict Resolution

Alternative Dispute Resolution | Employment Compliance, Audits & Training | Workplace Investigations

## Harassment, Discrimination and Retaliation, Prevention & Civility/Bystander Intervention Training

KSBranigan Law P.C. offers a lively and interactive training program focused on educating employees on the importance of civility and respect in the workplace and preventing harassment, discrimination and retaliation. This program is now also offered in a *virtual format*. Legal requirements continue to expand in this area. It is key for employers to ensure that employees are protected from inappropriate conduct and educated on these important topics.

Timely updates include how employment environments have been directly impacted by COVID-19 and the Black Lives Matter and #MeToo movements.

This training program educates managers and non-managers about their employer's policies and procedures and legal prohibitions against harassment, discrimination, and retaliation. The attorney trainers cite real life examples from employment lawsuits and investigations. Examples of inappropriate conduct are reviewed along with different factual scenarios and exercises to help employees understand boundaries and avoid inappropriate conduct and creating hostile work environments.

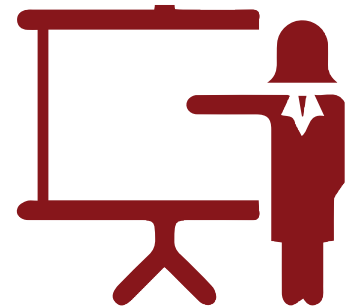
During the training, questions are posed to test the knowledge of attendees. Audience participation and interactivity is encouraged throughout the training.

Some of the key classes include:

- Sexual Harassment, Gender Bias
- Race, Color, National Origin, Ethnicity, Religion
- Sexual Orientation, Gender Identity
- Age, Disability, Pregnancy, Breastfeeding
- Marital, Civil Union, Domestic Partnership Status

Some areas of emphasis, include:

- Off Duty Conduct (*i.e.*, Protests, Social Media)
- Bystander Intervention
- Consensual Romantic Relationships
- Civility & Bullying
- Email & Internet Usage



Managerial employees are instructed on obligations in handling complaints of harassment, discrimination, and retaliation and about proactively addressing problematic conduct observed. The program runs approximately 2 hours for non-managers and 3 hours for managers.

105 Grove Street | Suite 9 | Montclair, NJ 07042 | Phone 973-542-8096 | Fax 973-542-8097

[KSBraniganLaw.com](http://KSBraniganLaw.com)