

Sexual Harassment is Everyone's Responsibility Wide Spread – Costly – Preventable

Recent studies show that sexual harassment cuts across all boundaries.

No industry, profession, position in an organization, gender, race, geographic area, or generation is immune to the horrors of sexual harassment.

COSTS:

Settlements have run as high as \$30,000,000 for a single lawsuit.

The cost to defend sexual harassment lawsuits can exceed \$750,000 per case.

WHAT OTHERS ARE DOING

Ritz-Carlton Hotels is setting a standard by having a policy which requires “outside professionals, skilled in the behavioral sciences and well versed in the legal nuances of sexual harassment liability, to provide on-the-job training for the entire workforce throughout their various properties.”

Training could be a critical point when it comes to defending a sexual harassment claim. Providing training to your supervisors, managers, and employees could show that you have gone beyond simply having a "policy" in an employee handbook. Through training you tried to make sure that everyone knew not only what sexual harassment is, but what their personal role is in meeting their responsibility to maintain a harassment-free workplace.

CALIFORNIA LAW

Assembly Bill AB-1825, signed into law on September 30, 2004, requires all companies with 50 or more employees to provide at least 2 hours of sexual harassment training to all supervisors and managers every 2 years.

The penalties for non-compliance can be **severe**.

BENEFITS OF TRAINING

- ✓ Prevent costly legal fees
- ✓ Prevent costly settlements
- ✓ Less HR time spent investigating sexual harassment charges
- ✓ Prevent Public Relations nightmares
- ✓ Improve employee morale and loyalty
- ✓ Improve employee performance
- ✓ Comply with state and federal laws and regulations regarding "Safe Workplace Environments" (OSHA, etc.)

CONCERNS TO BE ADDRESSED

- ✓ Age
- ✓ Position in the organization
- ✓ Culture
- ✓ Ethnicity/Race
- ✓ Gender
- ✓ Sexual Orientation

WHAT COLBERT WILLIAMS DOES

Through Executive & Life Coaching, Inc., I offer onsite coaching and/or training on a nationwide basis.

My goals are to improve, optimize and sustain:

- ✓ Employee performance
- ✓ Employee health
- ✓ Employee personal and professional relationships at all levels.

For over 20 years I've helped people in all walks of life.

My training and coaching is always:

- ✓ Balanced
- ✓ Non-judgmental
- ✓ Confidential
- ✓ Compassionate
- ✓ Respectful

WHAT YOU MUST DO

Call or email me now.

Let's get your supervisors, managers, and employees on the road to reaching their full professional, social, and personal relationship potential.

ASK A QUESTION

Ask me any relationship-based question, and I will answer it.

So we both have a record of it, please email your questions to me at CBWSR@ExecutiveAndLifeCoaching.com

CONTACT ME

To schedule training that meets state law requirements, or to arrange a no cost, no obligation consultation, contact me...

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Website: www.ExecutiveAndLifeCoaching.com

Best Regards,

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Licensed Clinical Social Worker (License No. LCS 18531)
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CREDENTIALS

- ✓ Master of Social Work, University of Southern California
- ✓ Bachelor of Psychology, University of Southern California
- ✓ Certified Anger Management Facilitator
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