



Investigating Workplace Harassment: How to Be Fair, Thorough, and Legal

By Amy Oppenheimer, Craig Pratt SPHR, MSW

Society for Human Resource Management, 2002. Paperback. Book Condition: New. 221 x 150 mm. Language: English . Brand New Book. Detailing specific, experienced-based techniques for conducting investigations of harassment based on gender, race, religion, national origin, age, or disability, this tutorial provides advice on every step of an investigation planning, documenting, interviewing, weighing evidence, making a decision, and taking remedial action. General principles are illustrated with examples drawn from specific situations or lawsuits. Appendices include such information as a model harassment policy and a sample memo initiating investigation.



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What is Workplace Harassment? From a legal perspective, harassment has a very specific meaning. It is conduct that is based on the victim's protected characteristic. If one's behavior towards another in the workplace isÂ In developing a policy to prevent harassment or bullying, the focus needs to be on preventing and responding to behaviors that are offensive or potentially life-threatening to others. 5. Job Interview Harassment. In a job interview, it is not just unprofessional for the interviewer to hit on you, you are also entitled to legal protection from such inappropriate behavior. Getting hit on during a job interview can happen, because not all interviewers have the same ethical standards. How can you prevent workplace harassment? If you own a business that does not have a harassment policy, just complete this simple step-by-step interview. We're here to help. Labor Laws and the Workplace. Employees have the legal right to work in an environment that doesn't involve denigration of their race, religion, gender and other important characteristics. The law doesn't typically classify emails, gestures or jokes as harassment, unless they're considered very severe and reoccurring.Â The EEC also says the victim doesn't have to be the person harassed-anyone affected by the offensive conduct can be considered a victim. And a victim doesn't necessarily have to suffer economic injury for an offense to be considered harassment. How to Respond to Workplace Harassment. Detailing specific, experienced-based techniques for conducting investigations of harassment based on gender, race, religion, national origin, age, or disability, this tutorial provides advice on every step of an investigation-planning, documenting, interviewing, weighing evidence, making a decision Full description. Saved in: Bibliographic Details. Main Author: Oppenheimer, Amy. Other Authors Investigating Workplace Harassment: How to Be Fair, Thorough, and Legal (Practical HR Series). by Amy Oppenheimer JD (Author), Craig Pratt SPHR MSW (Author). 4.3 out of 5 stars 13 ratings.Â Amy Oppenheimer, JD, trains businesses on preventing harassment, investigates workplace harassment complaints, and testifies in court as an expert witness. Craig Pratt, SPHR, MSW, the founder of an Oakland, California, firm that provides consulting services in human resources management, has extensive experience as an investigator of sexual and racial harassment complaints.Â I found her to be professional and thorough I bought this book as a resource and highly recommend. Especially if you are a plaintiff in a workplace harassment suit. It is a helpful tool. Read more.