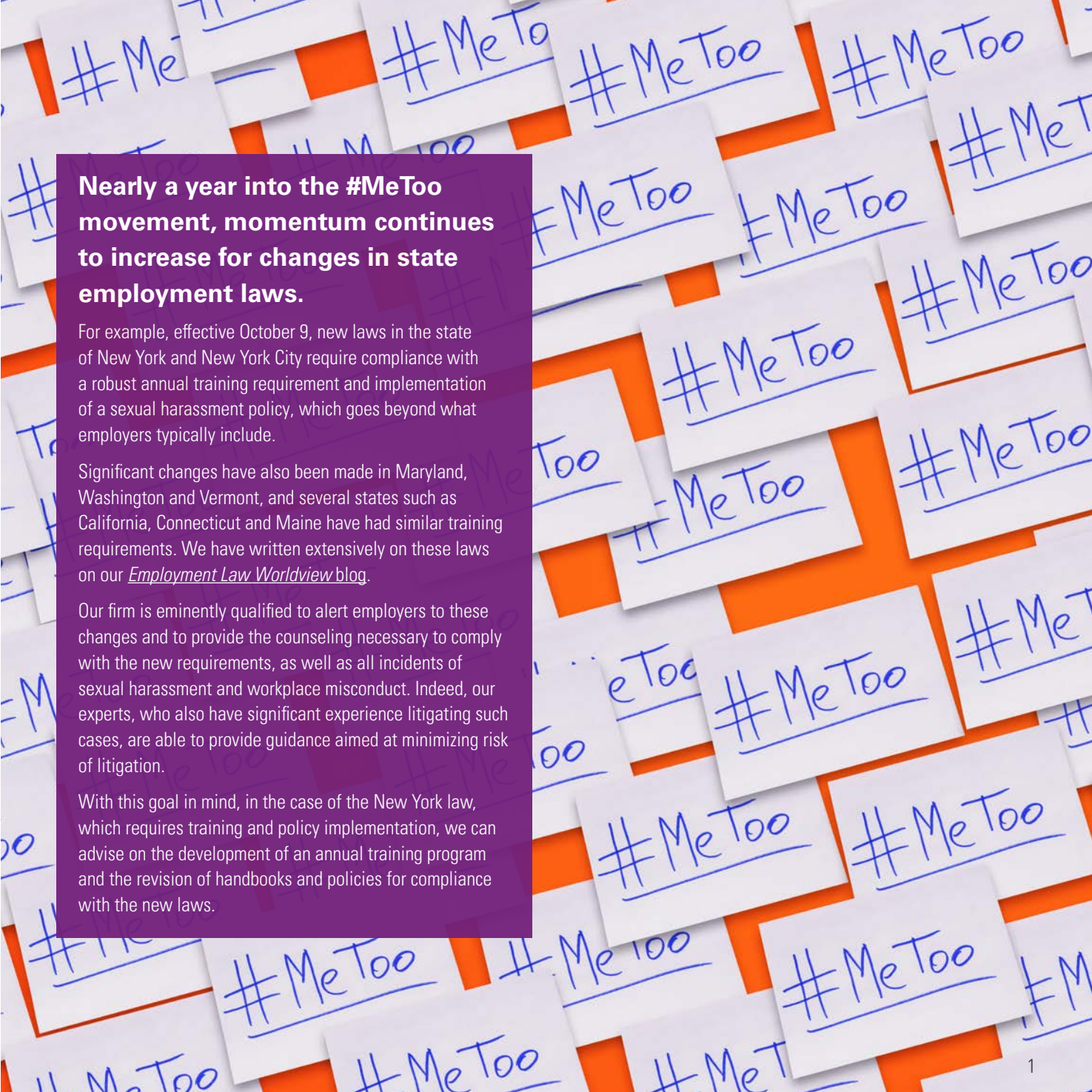


# Training and Beyond in the #MeToo Era Let our US Team Help







**Nearly a year into the #MeToo movement, momentum continues to increase for changes in state employment laws.**

For example, effective October 9, new laws in the state of New York and New York City require compliance with a robust annual training requirement and implementation of a sexual harassment policy, which goes beyond what employers typically include.

Significant changes have also been made in Maryland, Washington and Vermont, and several states such as California, Connecticut and Maine have had similar training requirements. We have written extensively on these laws on our [Employment Law Worldview blog](#).

Our firm is eminently qualified to alert employers to these changes and to provide the counseling necessary to comply with the new requirements, as well as all incidents of sexual harassment and workplace misconduct. Indeed, our experts, who also have significant experience litigating such cases, are able to provide guidance aimed at minimizing risk of litigation.

With this goal in mind, in the case of the New York law, which requires training and policy implementation, we can advise on the development of an annual training program and the revision of handbooks and policies for compliance with the new laws.

Here are some of the ways in which we can help you comply, and we can help with the below on a global scale to ensure uniformity in approach or on a case-by-case basis.

## C-Suite and Other Employee Training

Our lawyers have provided tailored, privileged training sessions to countless executive teams locally and across the globe. Even the best human resources professionals are not likely to know the nuances of case law, which is one of the many reasons to involve your legal counsel in privileged, C-suite training. To deliver effective harassment prevention training, one must have a broad knowledge of the issues, an understanding of potential liability and how to navigate sensitive situations in the unfortunate event of an incident. A small investment in training can save your organization from reputational damage and distracting, expensive litigation.

## Investigations and Investigations Audit

Many organizations have great written policies in place, but how do your investigation practices measure up? We will provide you with a privileged audit of a selection of your organization's recent investigations to identify any gaps in your process and documentation. Our lawyers are also able to conduct or provide guidance on especially difficult investigations. Indeed, we have completed countless investigations, paying special attention to relevant local, state and federal laws, while avoiding potential pitfalls likely to be highlighted by opposing counsel or administrative agencies when scrutinizing such investigations. We have the experience required to handle these emotionally charged situations and can, therefore, provide best practices to implement for future investigations.

### Table-Top Exercise

In a low-stress environment, we will provide a simulated workplace harassment situation for your leaders to discuss their current roles, procedures and responses.

This exercise will:

- Be open and interactive
- Clarify objectives when dealing with an incident
- Identify your organization's strengths
- Expose areas of risk that will require improvement
- Detect the need for plans and policies that should be put in place

As a result of the exercise, we will provide a detailed follow-up report for continued improvement of your response plan.



## Counseling

We have the depth of experience to educate and counsel your organization and will proactively guide you on appropriate litigation avoidance practices. We will help you in establishing solid policies and procedures relating to handling incidents of harassment and assault, as well as assist you in creating a culture free of harassment. For those global organizations that prefer a uniform policy (with jurisdiction riders where required), we have the experience necessary to craft them.

## Criminal Defense

Any time there is an allegation of physical touching, assault, stalking, rape or false imprisonment, criminal charges can be brought. We have extensive experience, including from former members of the US Department of Justice, in managing all types of criminal allegations in the workplace and will help you navigate the interplay of reporting a crime to the police while simultaneously conducting an investigation.

## Civil Defense

If litigation is inevitable, we will work with you to assess the matter from the beginning. We are strategic, efficient and practical in our approach, while understanding the reputational and legal risks. Our trial lawyers have experience handling complex and high-profile cases, swiftly and aggressively, as we balance and assess multiple interests, so we are able to quickly create a tailored plan that is best for your business.

## Public Relations

The adage “There is no such thing as bad publicity” simply does not apply here. In the event of workplace harassment or assault, it is your reputation and image that are at stake. We will provide counsel when interfacing with public relations professionals if your situation requires.



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