

## PRACTICE CONTACT

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# WORKPLACE HARASSMENT, INCLUDING SEXUAL HARASSMENT

Vorys has extensive experience advising clients on all type of harassment matters. As more companies and individuals face serious claims of workplace harassment, our firm's depth of experience is increasingly relevant and valuable. Our client-centered anti-harassment practice focuses on three critical areas:

## Prevention

- Crafting policies and practices designed to prevent harassment - whether based on sex, race, religion or any other criteria – and incentivize early reporting
- Creating effective training programs tailored to reflect each client's specific work environment, culture and challenges
- Training company leaders about the business case for harassment prevention and their own role in critical compliance efforts

## Response

- Conducting timely, objective and effective investigations of harassment allegations
- Assisting employers in planning and conducting their own internal investigations
- Working with decision-makers to implement appropriate disciplinary actions
- Coordinating with other business partners, including public relations and media staff, to respond to allegations both internally and externally
- Responding on behalf of employers to harassment charges before state agencies and the EEOC, and defending harassment-related litigation in federal and state courts

## Counseling

- Coaching HR and legal departments regarding best practices for handling harassment claims concerning both current and former employees
- Providing candid advice for handling sensitive allegations
- Providing legal analysis as a trusted business partner