

## Griffaton Quoted in *Columbus Business First* Story Titled “Companies, HR Leaders Navigate How to Enact Change in #Metoo Era”

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Mike Griffaton, of counsel in the Vorys Columbus office, was quoted in a *Columbus Business First* story about the changes companies are making to the HR policies in light of the #Metoo era.

### The story states:

*“Congress and more than a dozen other states are considering legislation that addresses a number of issues, including banning confidentiality in settlements and preventing companies from deducting harassment-related attorneys’ fees.*

*Ohio isn’t among the states considering similar legislation – at least not yet.*

*But because many employers in Ohio operate across state lines, HR departments must stay aware of the changing regulatory landscape, said Michael Griffaton, a counsel with Vorys Sater Seymour and Pease LLP in Columbus.*

*Companies also will need to update their policies to comply with the more stringent requirements, he said.”*

### The story further states:

*“Griffaton said it’s not uncommon for a company to have a ‘toxic superstar’ – that employee who brings millions of dollars into the business and also is an ‘egregious harasser.’*

*‘We can’t tolerate that anymore,’ Griffaton said. ‘The best example is in Hollywood. Producers are being shunned and rightly so. This different culture is maybe a long time coming.’”*

To read the entire story, visit the *Columbus Business First* website. (Subscription may be required).