

★ **Safety Management Council**



★ **Transportation Security Council**



2018 SAFETY, SECURITY & HUMAN RESOURCES
NATIONAL CONFERENCE & EXHIBITION

Best Practices in Sexual Harassment Prevention and Education

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- History of harassment issues in the trucking industry
- Effect of #MeToo movement
- Brief review of basics
 - How harassment concept developed
 - What types of harassment are covered
 - Hostile environment, *quid pro quo*, and alter-ego harassment
 - Different standards of employer liability – from no defense to one of reasonable care
 - Employee must use corrective opportunities
 - Employer must avoid unreasonable failure to prevent or correct harassment

Current Controversial Issues Dealing with Harassment

- Second-hand harassment
- Harassment outside the workplace
- Demise of welcomed defense
- Sexual orientation or transgender issues
- Recent significance of state laws

Newest Ideas to Solve Harassment Issues

- Management ethics code
- Respect for all
- Inappropriate conduct
- By-stander training
- Proportional discipline
- Reporting procedures



Existing Strategies Often Overlooked

- Wording of harassment policy is critical, as is publication
- Use of politically correct terminology
- Communications to complainant during investigatory process and after
- How far should the investigation go?
- Should witness statements be written, recorded, etc.?
- Should there be a written investigatory report?
- We should conduct investigation
- What if there is no preponderance of the evidence?
- Avoid over-reacting
- Checklist

