

# Protecting Your Organization, Your Board And Yourself From Harassment Liability

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# Reduction/Containment Efforts

- Top down – nothing changes without management support
- Policy that prohibits sexual and all other forms of harassment
- Prohibition against retaliation that is enforced
- Training on continuing basis about harassment, reporting and resolution

# Investigating Complaints

- Confidentiality but not anonymity
- Written complaint nice but not necessary
- Promise and enforce no retaliation
- Investigate ALL complaints

# Investigation Challenges

- Who investigates?
- Employee attitudes
- “He said – she said” opposed information

# Contact Information

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