

TIME'S UP FOR EMPLOYERS TO PROTECT THEIR BUSINESSES AND THEIR EMPLOYEES

Today employers are conducting business in a climate of heightened accountability. Questionable conduct of individuals, on no matter what rung of the corporate ladder, have the power to affect the productivity and the bottom line of a business, not to mention obliterate a company's reputation in the community. Employers are now operating in an arena where every business decision is under scrutiny. Further, employers must ensure that their policies and procedures foster and promote a safe and compliant office culture.

The movement of employer accountability has received tremendous amount of public support. As of March 2018, the Time's Up Legal Fund has raised \$21 million dedicated to assist victims of sexual harassment in pursuing claims against their employers. In 2017, the Equal Employment Opportunity Commission ("EEOC"), received 12,428 charges of sex-based harassment. The 2017 fiscal year saw a 12 percent increase in sexual harassment claims than the previous year. In 2017 the EEOC filed 50 percent more lawsuits than the previous year.

There is great need and subsequent demand for appropriate counsel on the importance of creating a safe work environment that is welcoming for all individuals and the significance of structured company handbooks and hiring protocols that adhere to State and Federal laws, but that also make sense for business. Litchfield Cavo attorneys are qualified to conduct applicable workplace seminars for clients to ensure that all individuals—from the corner office to the modular station—are aware of the company's policies.

Should allegations of harassment, discrimination or alternate workplace incidents arise, Litchfield Cavo attorneys are available to provide a neutral, yet thorough internal investigation necessary to safeguard against such lawsuits. Contact one of our local offices to learn more.