



NJCMA EDUCATION MEETING

THURSDAY, JANUARY 24, 2019

CORPORATE PARTNERS

“WORKPLACE HARASSMENT PREVENTION”

PLATINUM

PRESENTED BY MICHAEL A. SHADIACK, ESQ.



Partner, Chair - Labor & Employment Group Connell Foley LLP



GOLD



THIS SESSION IS A MUST FOR ALL MANAGERS, SUPERVISORS, DEPARTMENT HEADS AND HR DIRECTORS!!



Mr. Shadiack will cover important ways to prevent, minimize and respond to workplace harassment. He will identify the legal risks and consequences associated with claims of workplace harassment and identify types of workplace harassment. He will cover obligations of the employer to avoid liability and what to do if you believe you are being harassed. Lastly he will cover supervisory obligations. He will also cover protected concerted activity in the context of social media and transgender issues.

SILVER

**Essex County Country Club
350 Mt. Pleasant Avenue
West Orange, NJ 07052**



Host Managers: Mary Ann Peters, Trent Murray, Willy Gonzalez

Registration: 2:30 pm
Program: 3:00 pm—5:00 pm
Networking Reception Following

BRONZE

Allied Beverage Group LLC
Ecker Brothers
Driscoll Foods
Entegra
Jackson Family Wines
Jonas
MembersFirst
MJ Frank
M Tucker/Springer
Tree Tech
Victory Pest Solutions

2 Education Credits

Register online at www.njcma.org
You are requested to wear your name badge
\$50.00 per person



WORKPLACE HARASSMENT PREVENTION

Thursday, January 24, 2019

Registration Form

CLUB NAME _____

MEMBER NAME: _____

GUESTS FULL NAME: (Please Print)

1. _____

6. _____

2. _____

7. _____

3. _____

8. _____

4. _____

9. _____

5. _____

10. _____

Please make your check for \$50.00 per person payable to Essex County Country Club and send your check and reservation to:

Mary Ann Peters
Essex County Country Club
350 Mt. Pleasant Avenue
West Orange, NJ 07052

Amount Enclosed: _____

PROGRAM OUTLINE

Below is an outline of the topics covered during the training.

I. INTRODUCTION

A. Purpose of the training

B. Training Objectives

1. To provide practical definitions for terms such as “hostile work environment,” and “quid pro quo” harassment.
2. To identify and avoid situations that can lead to allegations of harassment.
3. To set forth meaningful ways in which you can prevent, minimize, and respond to illegal harassment.

II. LEGAL RISKS AND CONSEQUENCES ASSOCIATED WITH CLAIMS OF WORKPLACE HARASSMENT

III. WORKPLACE HARASSMENT - TYPES AND EXAMPLES

A. Types of Harassment

B. Conduct Outside The Workplace

C. Third Party Harassment

D. Same Sex Harassment

E. Diversity

F. What is Not a Hostile Work Environment

IV. OBLIGATIONS OF THE EMPLOYER TO AVOID LIABILITY

V. WHAT TO DO IF YOU BELIEVE YOU ARE BEING HARASSED

VI. SUPERVISORY OBLIGATIONS

A. Educate Yourself

B. Educate Subordinates

C. How to Document and Address Complaints Properly

D. Recent Case Studies

E. “Protected Concerted Activity” in the Context of Social Media

F. Transgender Issues



MICHAEL SHADIACK

Partner, Chair - Labor & Employment Group Connell Foley LLP

Michael A. Shadiack, Esq. is a partner in and chair of Connell Foley LLP's Labor and Employment Law Group. Mike's practice is devoted to representing employers in all aspects of the employment law. Mike partners with management personnel to provide guidance and solutions on the many HR issues and challenges facing employers. Mike also prepares employee handbooks tailored to the employer's operations, and conducts on-site practical training programs. He has extensive experience conducting workplace harassment prevention training. Mike presents his highly engaging training program on behalf of employers of all sizes.

Through the use of numerous examples, case studies, and audience-participation scenarios Mike identifies conduct that would constitute unlawful harassment (including through e-mail and social media, and verbal, non-verbal and physical activities. He explains the potential civil and criminal liability of harassment, discusses cutting-edge issues (such as same-sex harassment and the protection afforded to transgender employees), and describes actions employees and management should take to prevent workplace harassment.