

A COURSE IN

Creating & Supporting a Culture of Respect & Inclusion

FOR MANAGERS & STAFF

LANE POWELL



Harassment & Workplace Bias Are Harmful & Expensive: Are Your Employees Empowered to Recognize & Confront These Behaviors? Are your Supervisors Able to Respond to These Situations Appropriately?

The #MeToo and Black Lives Matter movements have underscored how our workplaces are affected by harassment and unconscious bias. Inappropriate words and actions, guided by either gender, race, ethnicity, LGBTQ status, age (and other improper factors) or by negative stereotypes about these characteristics can cause real harm to your culture, affect your reputation in the community, and prevent you from retaining the exceptional and diverse talent that your business needs to survive tough economic challenges.

One of the most effective ways to prevent workplace bias and to create a respectful, harassment-free environment is to educate and empower employees in the first place, and when inappropriate conduct happens, take immediate steps to remedy it.

Lane Powell's training empowers managers and employees with tools to identify, address, and report inappropriate conduct before it escalates into expensive disputes and public relations nightmares. **Have your employees received effective training?**

ASK YOURSELF THESE QUESTIONS:

- Have your employees received a copy of your EEO & Anti-Harassment policies in the last year and a half?
- Do your employees know what your policies prohibit?
- Do they know what your policies require them to report?
- Do they know where to go with concerns or complaints?
- Do you know what constitutes retaliation?
- Do you know your plan for responding to complaints? Do your employees?

If you answered "No" to any of these questions, our training could help your company mitigate unnecessary risks, legal exposure, and media scrutiny.

Approach

As Lawyers for Employers™, Lane Powell's nationally recognized Employment Team has designed training to empower employees to disrupt implicit bias and harassment.

Our training goes beyond typical anti-harassment training that uses legalese and tells employees what not to do. We train both managers and staff on what to do if they witness or become aware of inappropriate and unwelcome conduct. We also teach easy-to-remember steps to report and remedy issues long before they escalate to costly litigation.

Our managerial training recounts real-life cases where managers either made the right or wrong decision, and the resulting consequences.

Training deliverables include:

- An interactive workshop with engaging animation and video, featuring real-world examples and headline-inspired interactions covering such topics as:
 - How managers should respond to reports
 - Why a fair investigation process is important
 - How the company should investigate reported concerns
 - What kinds of steps might be taken to remedy the situation
 - What constitutes retaliation and how to avoid it
- An interactive game
- Customized policies your company can implement immediately

Why Our Training Works

Lane Powell brings years of experience litigating and resolving harassment and bias claims. We exceed client expectations by providing personalized and effective trainings, which build upon lessons from the trenches on how these claims could have been avoided in the first place.

While the pandemic requires us to deliver our training virtually, we leverage technology to keep our audience engaged.

What Are You Waiting for?

Don't hesitate to reach out to any member of our Employment Team to discuss how we can partner with your company to help keep you out of the headlines and create and maintain a respectful workplace that's good for business. We are well-equipped with user-friendly and engaging technology platforms to offer all our training sessions in a remote format.

FOR MORE INFORMATION, please contact our team co-chair:

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