

American Management University



Supervisor Discrimination & Harassment Training Course #240

AMU is a division of Shaw Investigation & Research

Sexist Comments + Bad Documentation = Sex Discrimination

**You, as Managers and Supervisors must Understand the Fact
That The Buck Stops With You!!!!**

You Are the One Who Must Prevent Harassment at Your Store or Company.

Court Holds Sexual Harassment Training Program Protects Company

A recent sexual harassment case was won by the company before the Seventh Circuit Court of Appeals, largely because the company had a well-publicized harassment prevention program.

The case involved an employee who worked for the company for just over a year. After she quit her job, she sued alleging sexual harassment by her supervisor. The lawsuit was the first time the employer received notice about the harassment.

Some states and districts have held employers strictly liable for supervisor harassment. But the 7th Circuit held that "employers are liable only when they have been negligent either in discovering or remedying the harassment." Thus the issue here was whether the employer "should have known" that harassment was occurring.

In this case:

- A. The harassment was alleged to have occurred in private.
- B. The victim never reported it.
- C. The victim admitted she:
 - 1. Had read the employer's policy on harassment,
 - 2. Had received a pamphlet the employer had distributed.
 - 3. Had attended a company training program on the subject.

Yet she never took advantage of the procedure to file a complaint.

The court held that given the employer's pro-active stance in preventing harassment, the employer had not been negligent in it's handling of the matter, and therefore was not liable.

SECTION I

What Is Hostility?

What Is Discrimination?

What Is Sexual Harassment?

What Is Your Responsibility as a Manager or Supervisor?

YOUR RESPONSIBILITY AS A MANAGER or SUPERVISOR:

**SIMPLY STATED, IS TO PROVIDE A WORK PLACE THAT IS FREE FROM
HOSTILITY, DISCRIMINATION, AND HARASSMENT OF ANY KIND.**

