

WORKPLACE SEXUAL HARASSMENT

For All Municipal and School Officials

MAY 22, 2024 - WEBINAR

Approved by DCA - CMFO, CCFO, CPWM, CTC, RMC, QPA 2 CEUs -2 Ethics
Approved for 2 CPEs for CPA, RMA PA - Management
Approved by NJ Supreme Court for Attorney CLEs 2 Labor and Employment Law

10:00am–12:00 pm Webinar Timetable - Fee \$50 per person

In this webinar all officials will receive management-level training on your responsibilities for vital topics such as compliant process, the reporting of harassment or discrimination, other types of complaints, employer/employee options for reporting, confidentiality and retaliation complaints, complaint investigation processes and procedural appeal and general overview of the deposition process. Understanding your responsibilities for the process.

1. **Why Bother?** Significant Risk of Litigation - Potential Damages in Litigation – Significant Risk of Losing at Trial and Being Hit with Large Award-Consistent with Past Trends – Notable Verdicts
2. **Components of Employment Law Claim**-Protected Characteristics- Basics of Equal Employment Opportunity
3. **What a Discrimination Law Suit Looks Like**-Discrimination Law Suits
4. **What is Sexual Harassment?**-Engaging in Verbal or Physical Conduct of a Sexual Nature
5. **Hostile Environment**-Elements of Hostile Environment Harassment
6. **What is Unwelcome Conduct?**-Examples of Inappropriate Verbal, Physical, or Visual Conduct
7. **Employer Liability**-Where Does Harassment Occur?-Who is the Harasser?
8. **Standards of Liability for Employers**-Who is a Supervisor?
9. **U.S. Supreme Court Decision**
10. **If You Breach Your Duty**-What Motivates an Employee to Sue?-The Test
11. **Notable Recent Decisions**
12. **Conducting an Investigation**-How Might the Employer Be Put on Notice of a Claim?
13. **Why Would a Victim Be Reluctant to Report Harassment?**
14. **Latest Legislative Update**-What's New!

PRESENTERS:

Cody C. Hubbs, Esquire, Jacqueline Palazzolo, Esquire
of the Firm Jackson Lewis P.C.

CLAIMANTS CERTIFICATION & DECLARATION

I do solemnly declare and certify under the penalty of the law that the within bill is correct in all its particulars, the articles have been furnished or services rendered as stated herein, that no bonus has been given or received by any person or persons within knowledge of this claimant in connection with the above claim and that the amount charged is a reasonable one.

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You do not need to send us your Voucher for a separate signature since the presigned certification on the left can be attached to your voucher in lieu of sending it to us for a signature. This form has been determined by DLGS to meet the requirements of the statutes for this type of expenditure.



Michael F. Conti, Program Coordinator

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