Since 2006, the entire world of Harassment Law under Title VII has changed **DRASTICALLY**! The courts have answered such questions as:

- What is the standard for “HYPERSENSITIVITY”?
- What is the **LEGAL STANDARD** used to prove Illegal Harassment Hostile Environment?
- What are employers **REQUIRED** to do in order to **PREVENT ILLEGAL HARASSMENT**?
- What are **EMPLOYEES REQUIRED** to do when they feel they have been harassed … and what are **EMPLOYERS REQUIRED** to do?
- What is **HOSTILE ENVIRONMENT** Harassment?
- What is the **REASONABLE PERSON STANDARD** … and how does it work?
- What is the **PRIMA FACIE CASE** needed to **PROVE** Illegal Harassment?

**…and MUCH, MUCH more…**

Join Scott Warrick, one of Ohio’s most popular speakers, as he reviews how the world of Illegal Harassment and Retaliation law has changed in his own unique, practical, entertaining and humorous style. Scott will not only inform you of what the law requires, but he will use his over 30 years of Human Resource Management experience to tell you how to use this information **IMMEDIATELY**!
I. HOSTILE ENVIRONMENT

1. Rogers v. EEOC, 454 F.2d 234 (5th Cir. 1971)


   • Hypersensitivity
   • The “Reasonable Person” Standard

II. HOSTILE ENVIRONMENT PRIMA FACIE CASE UNDER TITLE VII

   • UNWELCOME conduct that occurs
   • BECAUSE OF the victim’s PROTECTED CLASS STATUS that is so
   • SEVERE OR PERVERSIVE that it alters the victim’s terms and
     conditions of employment.

III. UNWELCOME REQUIREMENT

IV. “BUT FOR” or “BECAUSE OF” REQUIREMENT

V. SEVERE OR PERVERSIVE TREATMENT

VI. INVESTIGATION: First THREE Questions

   TOTAL RUNNING TIME: 1 hour
Learning Objectives

In this session you will learn …

- The standard for “HYPERSENSITIVITY.”
- The **LEGAL STANDARD** used to prove Illegal Harassment Hostile Environment.
- What employers are **REQUIRED** to do in order to **PREVENT ILLEGAL HARASSMENT**?
- The **REASONABLE PERSON STANDARD** and how it works.

**Notice: Legal Advice Disclaimer**

The purpose of these materials is not to act as legal advice but is intended to provide human resource professionals and their managers with a general overview of some of the more important employment and labor laws affecting their departments. The facts of each instance vary to the point that such a brief overview could not possibly be used in place of the advice of legal counsel.

Also, every situation tends to be factually different depending on the circumstances involved, which requires a specific application of the law.

Additionally, employment and labor laws are in a constant state of change by way of either court decisions or the legislature. Therefore, whenever such issues arise, the advice of an attorney should be sought.
Scott Warrick, JD, MLHR, CEQC, SCP
Scott Warrick’s Consulting, Coaching & Training Services
1147 Matterhorn Drive, Reynoldsburg, Ohio 43068
(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM
Link Up With Scott On LinkedIn

Scott Warrick combines the areas of law and human resources to assist organizations in “Solving Employee Problems BEFORE They Happen.”

Scott uses his unique background of LAW and HUMAN RESOURCES to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Trains Managers and Employees ON-SITE in over 50 topics

Scott Warrick specializes in working with organizations to prevent employment law problems from happening while improving employee relations.

Scott’s academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council’s David Prize for Creativity in Human Resource Management

For more information on Scott, just go to www.scottwarrick.com