

# AVOIDING “PERVERTGATE”: Understanding and Preventing Workplace Bullying & Harassment

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- Why has there been such an **EXPLOSION** of **HARASSMENT** claims in the news?
- How has the **DIGITAL WORLD** changed the parameters of Harassment/Bullying?
- What is the difference between “**BULLYING**” and “**HARASSMENT**”?
- How should employers deal with **SOCIAL MEDIA ISSUES**?
- When does “**JOKING AROUND**” become “**HARASSMENT**”?
- What does it mean to be “**HYPERSENSITIVE**,” according to the U.S. Supreme Court?
- When are employers responsible for the “**OFF DUTY ACTIVITIES**” of employees?
- Is it legal to discipline a man for wearing **MAKE UP** to work?
- What is “**QUID PRO QUO**” harassment ... and how does it differ from “**HOSTILE ENVIRONMENT**”?
- What is “**ILLEGAL HARASSMENT**” ... and what **ISN’T**?
- Why should you **NEVER** require your employees to be “**ACCEPTING**” of each other?
- What is the difference between “**DIVERSITY**” and “**TOLERANCE**”?
- **What are employers REQUIRED to do when a claim of Harassment arises ... AND if it is SUBSTANTIATED?**

...and **MUCH, MUCH** more...

Join Scott Warrick as he reviews Bullying & Sexual and Illegal Harassment law ... including the most recent and most important developments in this area of the law 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 30 years of Human Resource and Employment Law experience to tell you how to use this information **IMMEDIATELY!**

In this session, attendees will learn ...

- What constitutes **ILLEGAL HARASSMENT** and what **DOES NOT**.
- How to identify **HYPERSENSITIVE** employees.
- When employers are responsible for **OFF DUTY BEHAVIOR**.
- The difference between **BULLYING** and **HARASSMENT**.



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*Business First's 20 People To Know In HR*

*CEO Magazine's 2008 Human Resources "Superstar"*

*Nationally Certified Emotional Intelligence Instructor*

**2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter**

**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 and entertaining style.

**[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)**

***LET SCOTT DESIGN A PROGRAM FOR YOU!***

Scott's "[Employment Law Videos](#)" on the ADA, FMLA, FLSA and Harassment.

**["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#) &**

Scott's "[Do It Yourself HR Department](#)"

are favorites for anyone wanting to learn Employment Law and run an HR Department.

**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](http://www.scottwarrick.com)