

Sexual Harassment

is a form of discrimination that violates Title VII of the Civil Rights Act of 1964.

A jury has ruled in an employee's favor and awarded him \$94,500 in a workplace sexual harassment suit involving derogatory remarks made about the employee's sexual orientation.

The CT Law Tribune wrote in September 2013 that the most significant business law case decided was Patino v Birken Manufacturing Co., [304 Conn. 679 (2012)] in which Patino claimed that for at least a decade he was subjected to derogatory slurs for homosexuals in Spanish, Italian and English and while the statements were not always spoken directly to Patino, the language was regularly used in his presence and became part of his general working conditions.

Patino made numerous oral and written complaints to management and the only response was a meeting about the harassment and the transfer of one alleged offender to a different location.....the abuse continued.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, offensive remarks about a person's gender, sexual orientation, gender identity and other verbal or physical conduct of a sexual nature. Harassment is illegal when it affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

In addition workplace discrimination or harassment based on race, religion, age, and other protected classes is also illegal.

Connecticut General Statute 46a-54(15)(B) mandates any employee in a management position in a company with a total of 50 or more employees must attend a Sexual Harassment Avoidance training program within six months of assuming their role as a manager and recommends a re-training program regularly thereafter.

Many smaller employers will forego this training believing they are not covered under the statute. However, regardless of the size of your business and legal requirement for training, any employer can have a discrimination or harassment claim filed against them.

Prevention is the best too to eliminate discrimination and harassment in the workplace. Employers should take steps to prevent discrimination or harassment from occurring. They should clearly communicate to employees that discrimination and harassment will not be tolerated. They can do so by providing anti-discrimination/harassment training to their employees and by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

gbac HR Consulting can provide Sexual Harassment/Discrimination Prevention & Avoidance Training onsite at the gbac offices or at your worksite location and help develop effective policies and processes for your business.

Contact us today to see how we can assist you!