



IPMA-HR
Texas Chapter

#METOO: How HR Should be Responding



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Eileen C. Begle
Assistant County Attorney
Office of Harris County Attorney Vince Ryan

Well, They Passed a Law in '64 to Give Those Who Ain't Got a Little More

Protects:

Race

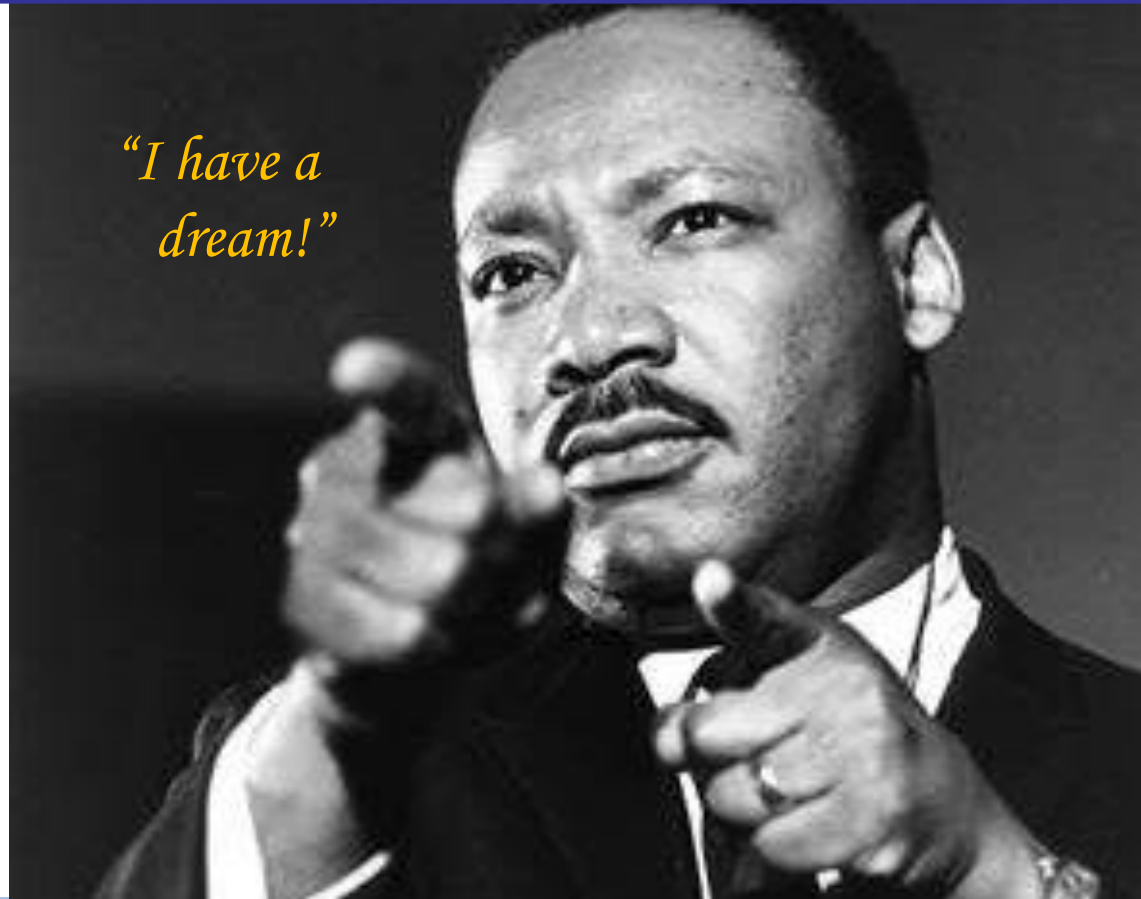
Color

Sex

National Origin

Religion

*"I have a
dream!"*



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Sexual Harassment 1986

U.S. Supreme Court
first recognizes
sexual harassment as
violation of
Title VII

*Meritor Savings Bank v.
Vinson*, 477 U.S. 57 (1986).



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What You (Had Better) Already Have

A well-written policy that



Identifies protected categories



Gives examples of prohibited behavior



Robust complaint mechanism



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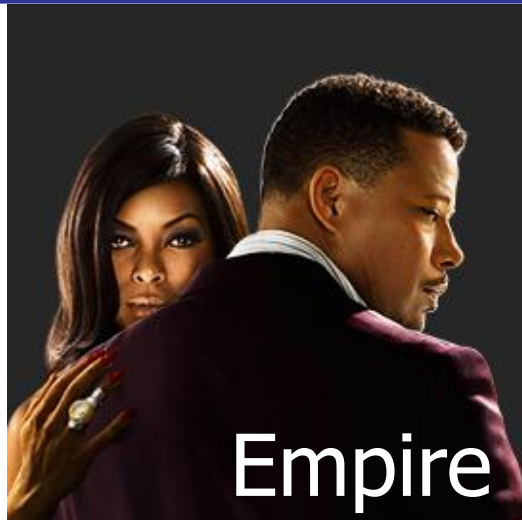
Why Are We Still Here?



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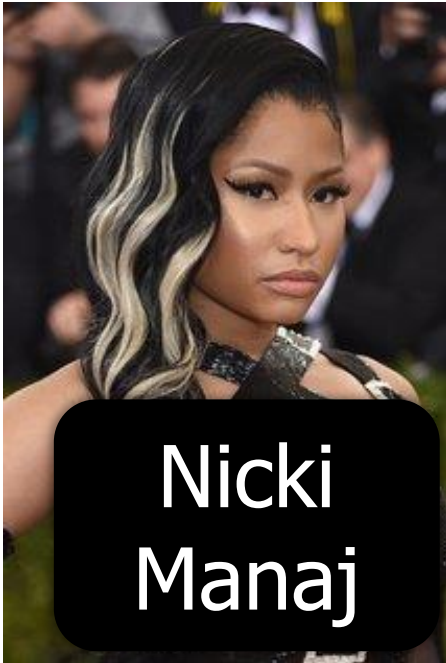
Probably Because This



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And Maybe This



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The Battle Continues ... So, Let's Review



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Forms of Sexual Harassment

Quid Pro Quo

supervisor to
subordinate

threatening to take
away a job benefit for
refusal to engage in sexual
behavior *and vice versa*



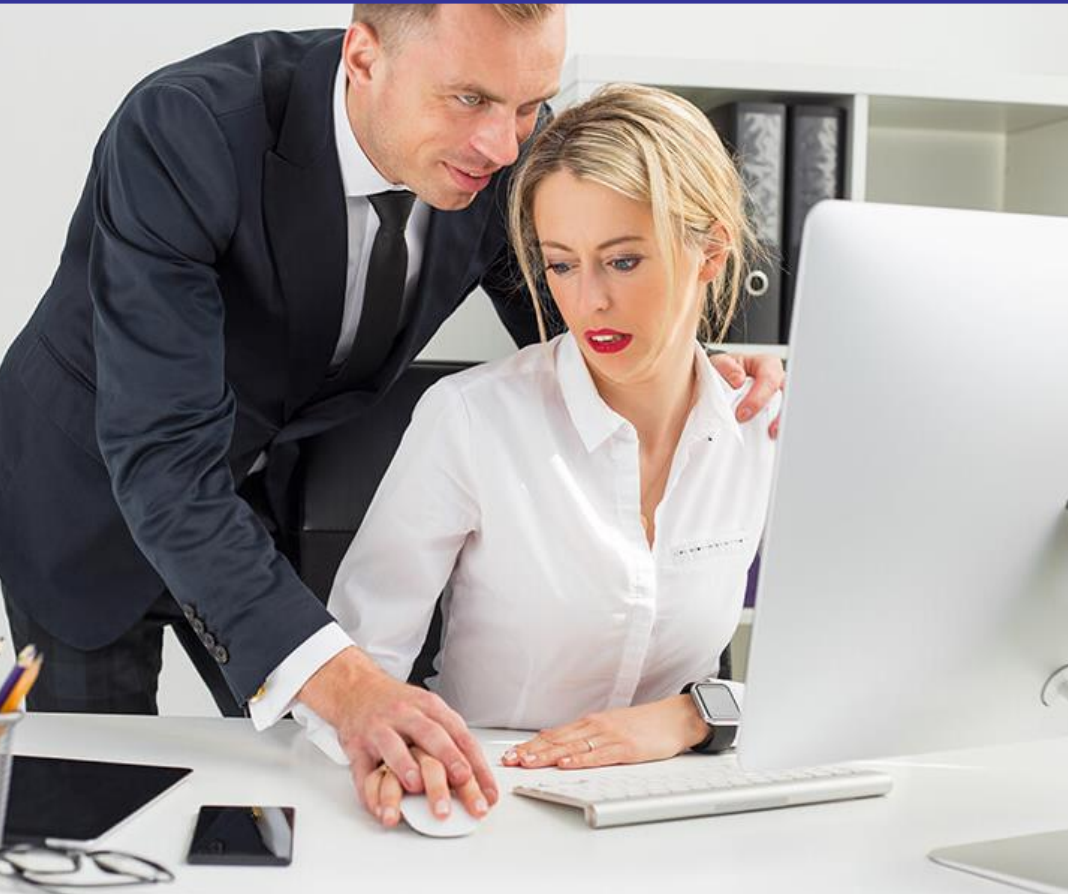
Gretchen Carlson



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Forms of Sexual Harassment



Hostile Work Environment

Anyone to anyone

creating an intimidating, hostile, or offensive environment because of the victim's **sex**



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Hostile Work Environment



Behavior relating to sex acts or sexuality

Examples:

pornographic images
unwelcome flirting or
touching
sexual innuendo



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Hostile Work Environment

Behavior demeaning to
one **sex**

Examples:

demeaning comments
unfair work assignments
sabotage



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Three Tips for Improvement

1

Training

2

Investigation
Findings

3

Follow-up

improve



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You Need More Training

**IF IT'S UNWANTED,
IT'S HARASSMENT.**



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You Need More Training



Mandatory



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You Need More Training

 Mandatory

 Early and Often



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You Need More Training

- ✓ Mandatory
- ✓ Early and Often
- ✓ Separate for managers



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You Need More Training

- ✓ Mandatory
- ✓ Early and Often
- ✓ Separate for managers
- ✓ Examples



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Findings are Important

Find *Something*



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Findings are Important

Innocent until proven guilty?

Burden of proof?



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Findings are Important

Investigation doesn't have to be perfect.

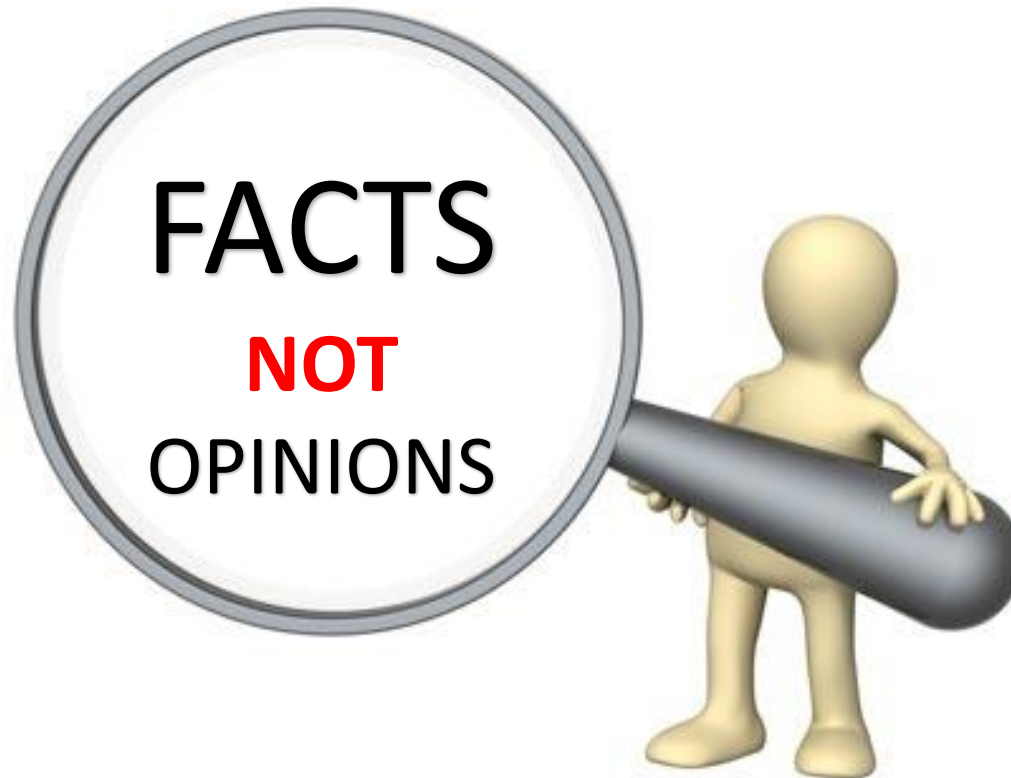
Must be fair, thorough, and impartial.



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Findings are Important



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It Makes a Difference



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Q & A

no question off limits

