

Best Practices for Sexual Harassment Internal Investigations

Webinar #040518-MS

DATE AND TIME

April 5, 2018

10:00 - 11:30 a.m. CT

OVERVIEW

With increasing media coverage and attention focused on sexual harassment, organizations need to be prepared for an increasing number of employee complaints related to this sensitive topic. Any time there are complaints associated with policy, procedure or law violations, employers must conduct thorough, effective internal investigations. This is just as true for sexual harassment complaints as it is for other types of allegations that may create liability for the employer. Sexual harassment can take many forms, and handling these types of complaints can be particularly sensitive in many ways. There are many moving parts associated with these kinds of complaints and the subsequent investigation that have to be approached effectively and swiftly, such as including recognizing potential problems that might need to be investigated, taking in complaints and interacting with employees who may have experienced this type of harassment, identifying and interviewing potential witnesses, recommending actions and making decisions that protect the organization and its employees, and communicating with those who have been accused of and/or who have exhibited harassing behaviors, and more.

TARGET AUDIENCE

Everyone.

OBJECTIVES

1. Recognizing what constitutes a sexual harassment complaint and triggers the obligation to investigate.
2. Key considerations and steps to follow when establishing an investigation strategy before you start talking to potential witnesses with regards to a sexual harassment complaint.
3. Best practices for conducting effective interviews with the person bringing forward the complaint, individuals

who may have experienced sexual harassment, witnesses who may have seen or heard harassing behaviors, other individuals who may have relevant information, and those who have been accused.

4. Special considerations for investigating different kinds of sexual harassment complaints.
5. Dealing with "he said, she said" situations.
6. Practical considerations for recommendations and actions taken to stop sexual harassment and prevent future problems from occurring.

FACULTY

Mary Gormandy White, M.A., SPHR, SHRM-SCP

Founding Partner

MTI Business Solutions/Mobile Technical Institute.

As the firm's Director of Corporate Training & Talent Development, Mary teaches a variety of HR, Management, Leadership, Communication and Team Building corporate training classes, seminars and workshops throughout the U.S. She also provides expert talent development, employee selection, assessment and consulting services to clients across the country in a variety of industries.

Mary Gormandy White has more than 25 years of professional experience working with adult learners in corporate, career college and higher education settings, as well as significant experience in operations and human resource management. She has an extensive background in all aspects of training and instructional design and has in-depth knowledge of behavioral and personality assessments in regards to employee relationships, management, leadership and team building, with specific expertise in Everything DiSC, Five Behaviors of a Cohesive Team and PXT Select.

PRICE

\$195 per connection for members.

\$390 per connection for non-members.

Note: The fee is for one phone line with unlimited participants. For example, 10 employees can participate for only \$19.50 ea!

**For more
information
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