



ENSURING PROFESSIONAL & COMPLIANT BEHAVIOR

Preventing Retaliation in the Workplace

Recognize. Respond. Resolve.

Provide managers and supervisors a basic understanding of key legal concepts and definitions of retaliation. Observe situations that are or have the potential to become retaliatory and learn a process for recognizing, responding to and resolving such situations before they escalate. This program also recognizes and addresses the responsibility of managers to maintain a culture of trust, respect and compliance in their workplace that will advance the goal of preventing retaliation.

Why Train on Retaliation?

There are at least five urgent reasons why organizations should be diligent in preventing retaliation:

- Retaliation is the fastest growing type of discrimination reported to the Equal Employment Opportunity Commission.
- A Supreme Court decision in 2006 has made it significantly easier for employees to prove that they are victims of unlawful retaliation.
- Organizations are generally familiar with and know how to respond to overt retaliation, but they are much less familiar with subtle forms of retaliation and retaliation that is perceived, rather than real.
- Baseless claims of illegal, unsafe or unethical conduct can easily become successful claims of retaliation if organizations do not appropriately recognize, respond to and resolve retaliatory situations.
- Failure to prevent retaliation may result in the loss of millions of dollars in fees and damages awarded in administrative proceedings or lawsuits.

Learning Point Highlights:

- Define and understand retaliation in the workplace
- Recognize situations that are or have the potential to become retaliatory
- Identify common types of overt and subtle retaliatory behavior
- Identify the primary negative impacts of retaliation on the organization
- Prevent and/or stop retaliation using the model: Recognize. Respond. Resolve.

Target Audience: Full program for managers and supervisors
Overview for employees

Course Length: 90-minute session with supplemental options to extend
60-minute overview for employees