

Employers Council, the nation's largest employers association, has provided expert assistance and thoughtful guidance to employers since 1939. We collaborate with our members to develop effective, successful employer-employee relationships by providing "one-stop shopping" in every facet of human resources and employment law. Employers Council offers the broadest array of professional services under one roof. We walk alongside our members, offering guidance, support and expertise.

For more information about our services, please call our Salt Lake City office at 801.364.8479 and ask for Terri Braby or email SaltLakeCity@EmployersCouncil.org.

What is HR's Role in Sexual Harassment Claims?

November 20, 2017 / Employers Council

Sexual harassment is on everyone's minds lately with all of the claims coming from the entertainment and political worlds.

Some of the media have taken human resources professionals to task for not acting in the best interest of employees. HR has a fine line to walk in both advocating for employees as well as keeping the organization in compliance with the law.

So what is HR's role?

When it comes to complaints of sexual harassment there are several things that HR should be doing.

- First, you should make sure your organization has an up-to-date harassment policy. This should be a part of your employee handbook and should define harassment, prohibit certain actions and behaviors, and identify to whom employees should report incidences of harassment.
- Second, train your employees, including managers and supervisors. Employers Council offers harassment prevention classes for employees as well as managers. If you have employees in California, there are special considerations, and Employers Council offers training that meets California requirements.
- The third step is to promptly and thoroughly investigate all complaints. An investigation advocates for the employee by looking into their complaint and protects the organization by demonstrating an appropriate response to a complaint.

If you don't want to be the next news headline, make sure you take all complaints seriously, and as always, remember that Employers Council is here to help.