

Training

Employment Training from Montgomery McCracken's Labor and Employment Practice Group

Training – Why it Matters

An ounce of prevention is worth a pound of cure. A well-trained workforce can prevent harassment and discrimination from happening in the workplace, allowing employees to focus on their work and the business, not on feeling uncomfortable in the workplace or on responding to an HR investigation or a lawsuit. When employers face a claim, training can be part of the employer's defense. Training helps employers show they exercised reasonable care to prevent and correct harassment and that the employer was acting in good faith. In contrast, courts have considered employers that have not conducted training to be indifferent to protected rights, and have permitted significant punitive damage awards against them.

Experience demonstrates that employees and supervisors who are educated on the proper standards of workplace conduct are less likely to engage in behavior that may constitute harassment or discrimination. Proper training can increase employee morale, promote feelings of fundamental fairness, and foster a more positive working environment. Training also encourages employees to resolve matters internally, rather than seeking help from courts and outside agencies, thus avoiding expensive and burdensome investigation or litigation.

The Labor and Employment Team at Montgomery McCracken offers training programs on a variety of topics, including:

- Harassment and Discrimination Prevention for Employees
- Harassment and Discrimination Prevention for Supervisors
- Independent Contractors and the Contingent Workforce
- Internal Investigations of Alleged Employee Misconduct
- Social Networking and Online Defamation
- Management Training on Transgender and Gender Identification in the Workplace
- Affirmative Action and OFCCP Compliance
- Reasonable Accommodation under the ADAAA for Management and HR

Montgomery McCracken offers this training at client locations and by webinar on a reasonable, fixed fee basis based on the number of sessions. Contact us for more information.

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