**Harassment and Discrimination Have No Place**

**In the Workplace**

**Carla Cole Gilmore**

**Presented to SHRM-Montgomery**

**February 18, 2016**

In this presentation, I will cover the following topics:

What is harassment and how to identify harassment.

What is discrimination and how to identify discrimination.

What is a hostile work environment and how a hostile work environment differs from “traditional” harassment.

How courts assess harassment and discrimination.

Who are the “bad actors” and who can be found guilty of harassment and discrimination.

“Newer” protected groups and issues in the workplace – the harassment and discrimination world is no longer limited to claims of race, sex, and age. This portion of the presentation with look at LGBT and GINA issues and the evolution of these claims and the status of case law addressing these claims.

A review of EEOC charges over the past few years and trends in the types of EEOC charged filed and their outcomes.

The costs of harassment and discrimination claims on employers.

Tips for preventing/minimizing harassment and discrimination claims.

Hypotheticals illustrating key points from presentation.