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Avoiding Sexual Harassment Claims

To minimize liability, companies should: (1) update handbooks to recite written anti-harassment policies; (2) investigate all complaints promptly; (3) establish a clear complaint process; (4) distribute mandated pamphlets describing "non-harassment" rights; and (5) conduct harassment prevention training.

Also: (6) distribute other required pamphlets; (7) display current posters of mandated notices; (8) if over 50 workers, provide supervisor training; and (9) obtain legal counsel before taking corrective action.

The California Employment Development Department (EDD), Chamber of Commerce, and many private payroll services can be very helpful with posters and pamphlets.

This office serves as a "lawyer of first resort" advocating for small businesses and individuals with disputes and transactions, including accident victims by referral only. We specialize in personalized client service. If we can be of any assistance with your legal issues, consider contacting us as soon as a question is identified. Your recent referrals have been greatly appreciated.

Remember: Preventative lawyering is the most effective kind.

Sincerely,

HARMON SIEFF

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