

EMPLOYER LAW BLOG

# EEOC ALERT: New Workplace Harassment Guidance Issued

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Last week, the Equal Employment Opportunity Commission (“EEOC”) issued new proposed enforcement guidance on workplace harassment. The guidance will remain open to public comment until November 1.

While the guidance does not have the force and effect of law, it is a helpful window into how the EEOC views and will likely enforce sexual harassment laws. Unsurprisingly, the current EEOC has taken a stance on a variety of workplace harassment issues that might strike many businesses and employers as counter-intuitive, impracticable, and/or one-sided.

Accordingly, it is important for employers to take note of and understand this new guidance, so that appropriate action—through policy development, implementation, training, or otherwise—can be taken to mitigate against legal risks and potential liabilities.

Do not hesitate to contact a member of our Labor & Employment Team at Sandberg Phoenix to discuss this new guidance and/or how it may impact your business and workplace.