



## **Workplace Harassment Prevention –A Necessity Now More Than Ever**

In this year of “Me Too” awareness of sexual harassment and assault, employers need to understand how the landscape is evolving and how to respond proactively. While sexual harassment in the workplace is not new, traditional reactive approaches and policies are no longer optimal. At the same time, harassment claims are evolving, with claims by men increasing and claims alleging harassment on bases other than gender also on the rise. As a result, it is more important than ever that employers be prepared to take proactive steps to identify harassment concerns and respond appropriately when an employee complains. In fact, courts have suggested that educating supervisory personnel is necessary to avoid punitive damages and have found that failing to do so is an “extraordinary mistake.” This session will cover recent trends and legal developments in workplace harassment (including recently effective anti-harassment NYS legislation), common employer mistakes, and provide practical tips on how to avoid legal liability associated with harassment.

### **Guest Speaker: John M. Bagyi, Esq., SPHR, SHRM-SCP**

One of 200 attorneys nationwide to be recognized by Human Resource Executive magazine as the Nation’s Most Powerful Employment Attorneys, John counsels and represents employers on labor and employment issues helping them achieve and maintain legal compliance, while improving employee engagement and workplace productivity. John has served as a guest lecturer at Albany Law School, the University at Albany, Union Graduate School and the Lally School of Business at RPI and is a frequent speaker at national, regional and state conferences, including the National SHRM Conference. He also serves as the General Counsel to the New York State Society of Human Resource Management.

John is AV Preeminent Rated by Martindale-Hubbell, listed in New York Super Lawyers and has been listed in The Best Lawyers in America for labor and employment law since 2007, when he was the youngest attorney in New York State to be recognized. Most recently, The Best Lawyers in America named John the 2017 Albany Labor Law – Management "Lawyer of the Year".

For more information about certification or recertification,  
please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org)

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**Date: Thursday, September 13 ,2018**  
**Program: 8:30am-10:00 am**

**Registration and Breakfast Buffet: 8:00 – 8:30 a.m.**

**Location:** Columbia Greene Community College, Professional Academic Center - Room 611-613,  
4400 Rte. 23, Hudson, New York 12534

**Cost:** \$15.00 per person with pre- registration; \$20 per person at the door

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**To register, PLEASE COMPLETE THE FORM BELOW and send via fax or e-mail:**

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_  
ORGANIZATION: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_  
E-Mail Address \_\_\_\_\_

**R.S.V.P September 10, 2018**

**Reservations can be made by e-mail or fax:** [debra.lombardo@labor.ny.gov](mailto:debra.lombardo@labor.ny.gov) (Fax 518-828-8474) **\*CANCELLATIONS** are required by 4 p.m. on the Tuesday prior to the meeting. **Please Note:** Prepayments can no longer be accepted; payments made at the door; make checks payable to Columbia Greene JSEC. Reservations made and not kept may be billed to you. Substitutions are allowed.