



# THE INSTITUTE FOR WORKPLACE EQUALITY

## #MeToo Movement and Sexual Harassment Conference Agenda

March 20, 2018

DAY 1: 12:00 PM TO 4:30 PM

- 12:00 – 12:30 Registration and Lunch
- 12:30 – 12:45 Introduction – *Val Hoffman, Seyfarth Shaw*
- 12:45 – 1:45 Keynote Speaker – *Victoria Lipnic, Acting Chair, EEOC (invited)*  
Acting Chair Lipnic will discuss the recommendations of the EEOC’s Select Task Force on harassment and what employers should take away from the recommendations.
- 1:45 – 2:00 Break
- 2:00 – 3:00 #MeToo and the current focus on harassment
- Where have we been?
- Past state: Define the legal standards
    - Hostile environment
    - Severe and pervasive sexual advances
    - Quid pro quo
    - Reasonable woman standard
- Where are we now?
- Current state: cultural standards
    - Zero tolerance
    - Diversity & inclusion
    - Reputation

3:00 — 4:30 Moving the Needle on Harassment—What you can do now?—*Each topic led by a faculty leader with audience participation*

- Policy/practice updates
  - Language/behavior guidance
  - Dating in the workplace
  
- Complaint processes
  - Hotlines,
  - Anonymous complaints
  - Responding to social media posts
  - Effective investigations
  - Coaching the offender
  - Internal/external communications
  
- Training alternatives
  - New topics and methods
  - Bystander intervention training
  - Evaluating the effectiveness of methods
  
- Adjusting to culture change
  - Change driven by media, not law
  - Speak-up culture
  - Engagement of men