

2020 -
2021

Five Good Ideas

about workplace harassment



Kristen Pennington, Partner, Employment and Privacy Law, McMillan LLP

Tuesday, January 26, 2021 - 1:00 to 1:45 p.m.

Workplace harassment complaints can cause significant organizational unrest, loss of reputation and damage to employee morale, in addition to considerable legal liability. In this session, Kristen Pennington, Partner, Employment and Privacy Law at McMillan LLP, will discuss meaningful ways an organization can prevent workplace harassment to avoid such complaints, as well as minimize disruption in the event a workplace harassment complaint is received. Topics will include how to develop and implement effective workplace harassment policies and procedures, and how to prepare to make key decisions if a complaint is made.



Kristen Pennington is a Partner at McMillan LLP, a full-service law firm with offices nationwide, where she practices both employment and privacy law.

Experienced in all areas of employment law, Kristen advises employers on hiring and dismissals, employment contracts, performance management and discipline, employment policies, and human rights laws. With an active litigation practice, Kristen has appeared before courts and tribunals at all levels in Ontario, as well as at various arbitrations and mediations.

An area of particular expertise for Kristen is assisting employers in developing and implementing effective workplace discrimination, violence, and harassment policies and programs, and managing workplace complaints. She also provides training on workplace investigations, employee accommodation, management of conflict in the workplace, and the handling of employees' personal information.

Five Good Ideas

1. Make your workplace harassment policy a living document
2. Implement ongoing and dynamic training
3. Remove barriers to making complaints
4. Assemble your investigation team
5. Demonstrate leadership buy-in

Resources

- [McMillan Lawcasts](#) – Dealing with Allegations of Sexual Misconduct in the Workplace: Best Practices for Corporate Counsel and HR Specialists (note: free registration required)
- [McMillan Employment and Labour Bulletin](#) – Inadequate Workplace Harassment Investigation Results in \$75,000 Damage Award
- [McMillan Employment and Labour Bulletin](#) – Sorry Not Sorry: Ontario Decision Highlights “Aggravating Factors” in Sexual Harassment Cases
- [Statistics Canada](#) – [Harassment in Canadian Workplaces](#)

Legal disclaimer

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Edited by **ALAN BROADBENT AND RATNA OMIQVAR**

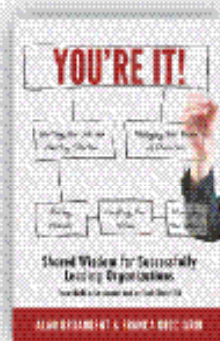
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