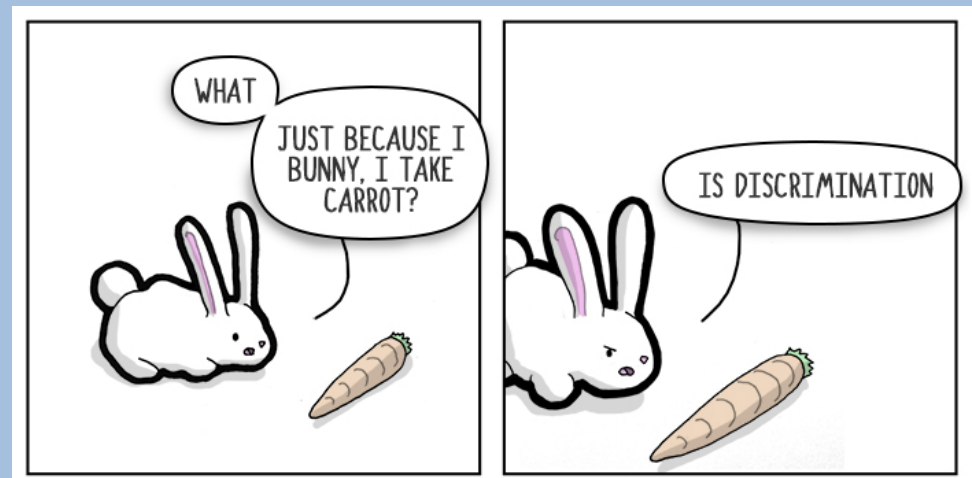


***When Does Inappropriate
Language/ Behavior Cross the Line
and What Do To About It?***

Caroline Tom

Inappropriate vs. Illegal

- Unwelcome conduct based on:
 - Age
 - Disability
 - Family and Medical Leave
 - Gender
 - Sexual orientation
 - Genetic information
 - National origin
 - Pregnancy status
 - Race
 - Religion



Federal Protections

- Title VII of the Civil Rights Act of 1964
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990
- The Genetic Information Nondiscrimination Act of 2008

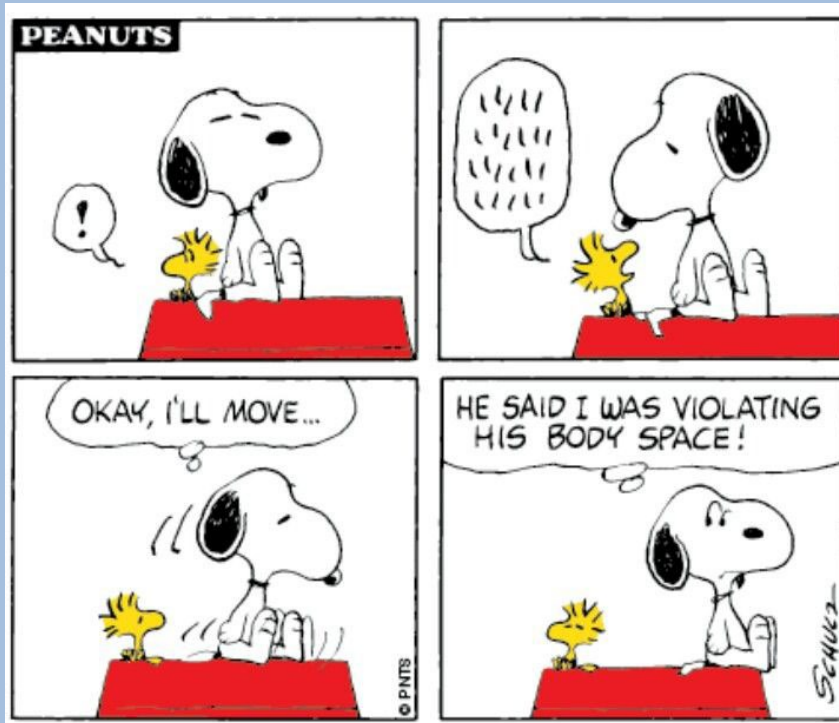


State Protections

Texas Commission on
Human Rights Act
(Chapter 21, Labor Code)
To better execute federal
anti-discrimination
policies.



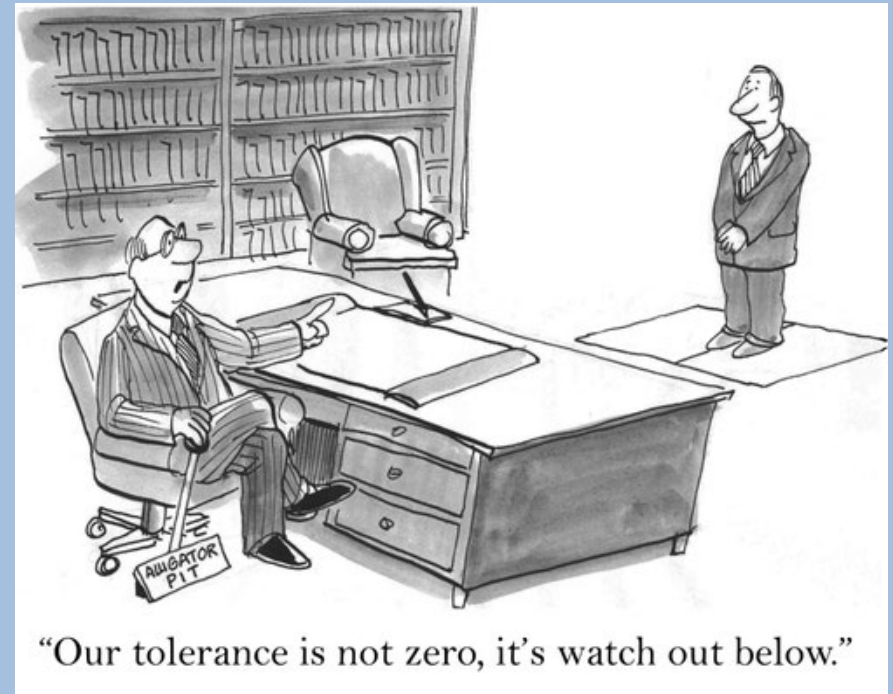
When does it cross the line?



- Enduring the offensive conduct becomes a condition of continued employment,
- The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

What to do?

- Protect your health and safety first.
- Speak to the harasser.
- Utilize internal employee resources.
- Document everything.
- Get legal help.



Questions?

