

Harassment Awareness and Prevention Training



Mercer will team with you to create and implement a harassment awareness and prevention program that will foster harmony in your workforce, enhance your status as an employer of choice and minimize employment-related risk.

An ounce of prevention...

While it has always been a good idea for employers to have strong anti-harassment and antidiscrimination policies and procedures, it is now a business imperative. Employers that take the initiative to prevent harassment and discrimination in the workplace can minimize the risk of punitive damages, which constitute the largest percentage of multimillion-dollar awards in employment cases and can have a substantial impact on an employer's bottom line. They can also preserve critical defenses when supervisory misconduct is at issue. Employers that fail to be proactive forfeit these critical opportunities to manage risk.

Essential component of employment practices risk management strategy

Antiharassment and antidiscrimination policies and procedures alone are no longer sufficient. Courts that have addressed the issues have consistently found that employee training is fundamental to harassment and discrimination prevention efforts. Some states have even mandated such training.

There is now no question that all employees should be trained on the appropriate boundaries of workplace behavior. Supervisors and managers should also be trained on how to identify potential problems before they have a chance to escalate, and on how to respond effectively to employees when they raise concerns.

Meeting your needs

Mercer has developed unique training methodologies and tools that serve the dual purpose of minimizing employment practices risk and maximizing status as an employer of choice. Our employment practices risk management consultants can work with you to develop customized training modules that address your specific needs and reflect your particular culture. Our training is designed to:

- Increase knowledge of what constitutes unlawful harassment and discrimination;
- Raise sensitivity to inappropriate behavior;
- Provide a variety of materials that employees can refer to when they have questions or concerns; and
- Enhance learning and retention through engaging, interactive sessions and materials.

MERCER

MMC MARSH MERCER KROLL
GUY CARPENTER OLIVER WYMAN

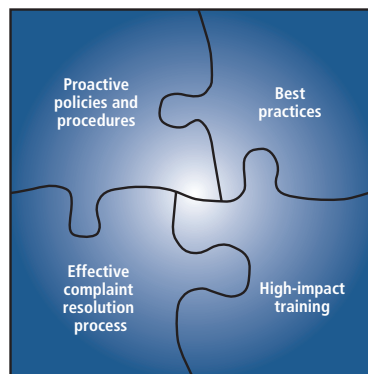
We can also supply facilitation guidelines that will enable your HR professionals or business managers to conduct future training sessions for employees.

Creative, engaging training approach

The Mercer consultants who conduct our training programs are lawyers with extensive experience representing and counseling employers about harassment and discrimination. But – unlike many law firms that offer antiharassment training – we don't focus solely on legalities. Drawing upon Mercer's broader human resource and communication expertise, our training goes beyond the legal issues to help you foster harmony among your diverse workforce.

Mercer believes that an effective training program best conveys information by engaging and entertaining participants. Our sessions typically include games and discussion scenarios, as well as detailed slide presentations, to increase interaction and learning retention.

We provide in-depth topic outlines that participants can use after the session for reference. We also provide tools, such as behavioral guidelines to prevent sexual harassment, to address specific situations. In all cases, we ensure that the training and materials are tailored to your work environment and culture.



For more information

To learn more about how Mercer's HR risk management consultants can help you prevent harassment and discrimination in your workplace, contact:

Tracy Thurnell (Chicago)
+1 312 575 8358
tracy.thurnell@mercer.com

Nancy Shallow (Detroit)
+1 313 877 7337
nancy.shallow@mercer.com

Zara Santos (San Francisco)
+1 415 743 8805
zara.santos@mercer.com

Paul Mallos (Baltimore)
+1 410 347 2836
paul.mallos@mercer.com

Elliot Bernak (New York)
+1 631 425 4004
elliot.bernak@mercer.com

For information about Mercer's other HR risk management services, contact:

Nancy Shallow (Detroit)
+1 313 877 7337
nancy.shallow@mercer.com

www.mercer.com

Copyright 2008 Mercer LLC.
All rights reserved.

Consulting. Outsourcing. Investments.