

# DEFENSIVE DRAFTING of HANDBOOKS



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## EEO Policy

- Address Disability Accommodation Requests
- Address Religious Accommodation Requests
- Address Reporting of Discrimination Concerns (Not just harassment concerns)



2

# Harassment Policy

- Sex, Race, Religion .....(Gender Stereotyping)
- Employees / Customers / Vendors
- Report discrimination / harassment to (HR & Top Management)



3

# Harassment Policy

- Don't encourage confronting the harasser!!!
- Confronting harassers is not a report!
- Don't assume others know it is unwelcomed (Don't rely on a witness to report for you)



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Title search: Defensive Drafting of Handbooks

Also available as part of the eCourse

[eSupplement to the 27th Annual Labor and Employment Law Conference](#)

First appeared as part of the conference materials for the  
2019 Essential Employment Law: A Practical Course in the Basics session  
"Handbooks / Employment Policies"