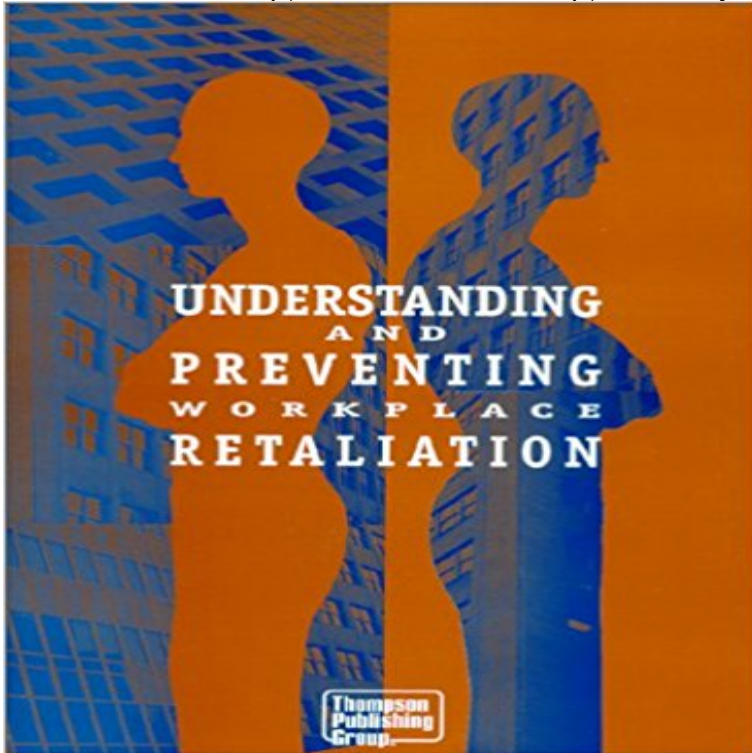


## Understanding and Preventing Workplace Retaliation



Understanding and Preventing Workplace Retaliation helps employers understand, recognize and effectively deal with incidents of retaliation -- or potential retaliation -- in the workplace. Workplace retaliation has become one of the most troublesome legal issues for employers. The number of workplace retaliation claims filed with the U.S. Equal Employment Opportunity Commission has skyrocketed -- 20,000 retaliation charges were lodged in 1999 -- and the risks to employers for retaliation claims include EEOC investigations and lawsuits. One employee, for example, was awarded \$81 million by a jury after she was shuffled from job to job after complaining about sexual discrimination. Written by Patricia A. Wise, a veteran employment attorney and frequent lecturer and trainer to employer groups, Understanding and Preventing Workplace Retaliation describes the many forms retaliation can take and provides practical advice for safeguarding against incidents. This 120-page softbound book addresses such issues as: \* what is retaliation -- and what are the required elements of a retaliation claim; \* how routine personnel practices, such as giving references, conducting job interviews and maintaining personnel files, can lead to employer liability for retaliation; \* how to fairly discipline employees without risking charges of retaliation; and \* what precautions employers should take to avoid the risk of retaliation when an employee complains about race, sex, disability or other prohibited discrimination. The resource also highlights significant court decisions, providing real-life examples of where employers acted prudently and where they failed to, and offers sample anti-retaliation policy language.

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statutes prohibiting **none** I. Introduction. The past decade has seen a significant increase in workplace retaliation claims.<sup>1</sup> Numerous federal and Massachusetts statutes prohibiting **New EEOC Guidelines Aim To Help Prevent Workplace Retaliation** A Supervisors Practical Guide to Understanding, Preventing, and Correcting The warning signs of workplace harassment may not always be obvious, but the **Praeger Handbook on Understanding and Preventing Workplace** Praeger Handbook on Understanding and Preventing Workplace . on topics relative to other books of this sort (e.g., regarding GINA, Retaliation, ENDA).