

Counseling & Policy Development

The explosion of high-profile sexual harassment and abuse claims frequently filling the media mirrors a higher level of scrutiny on employers regarding allegations of all types of workplace harassment. Lathrop GPM attorneys work closely with clients to provide day-to-day counseling and advice, prevention audits, management training and seminars, and when necessary, respond to claims through the administrative charge stage and beyond. Our counseling and advice on sensitive personnel matters includes:

- Evaluation and discipline
- Reductions in force and restructuring, including drafting complex secondment agreements
- Wage and hour issues
- Workplace safety issues
- Affirmative action compliance
- Employee benefits issues and immigration
- Related social networking issues

We also have the ability to provide in-house training seminars on a variety of issues, including interviewing and screening job applicants, anti-harassment and anti-discrimination practices, effective performance reviews, termination procedures, avoiding discrimination charges, and developing personnel manuals and procedures. Such training is often an effective way to reduce litigation and potential legal expense.