

Handling Harassment and Discrimination Complaints

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More than ever before, employers are conducting internal investigations of employee complaints of harassment and discrimination. In fact, current law requires that an employer promptly and thoroughly investigate complaints of harassment, and take immediate and appropriate corrective action to remedy the problem. Employers are well-advised to consult with competent employment counsel prior to beginning an investigation or before adopting general policies and guidelines that relate to harassment.

Although the best investigation cannot prevent a lawsuit from being filed, acting promptly and responsibly to complaints of discrimination and harassment helps eliminate the potential for lawsuits, helps defend lawsuits when filed and is good business.

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