



EEOC Harassment Guidance Is off the Mark in 8 Ways

News

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According to SHRM and CUPA-HR, the EEOC's proposed guidance on preventing harassment should be changed in multiple ways to bring it in line with federal law. In the article, "EEOC Harassment Guidance Is off the Mark in 8 Ways," featured in *SHRM*, Franklin Wolf explains why the guidance should not suggest that an indication that conduct is unwelcome shows that the conduct is objectively offensive.

To determine whether unwelcome conduct is objectively offensive to a reasonable person, courts will examine, among other things, the frequency and severity of the conduct, noted Franklin.

To read the full article, please visit [SHRM](#).

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Franklin Z. Wolf

Partner

312.580.7807

Email