

Chicago Attorneys Comments on Discriminatory April Fools' Pranks Not Being a Joking Matter

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In the *SHRM* article “Discriminatory April Fools’ Pranks Are No Joking Matter” Scott Fanning is quoted on the importance of keeping in mind company policies when thinking of pranks. “If an isolated, off-color prank happens on April Fools’, it may not rise to the level of an actionable harassment claim if harassing events haven’t occurred repeatedly over time,” Scott says, “The main themes are that if you consistently enforce anti-discrimination and anti-harassment policies and employees know that, just because it’s April Fools’ Day will not change how you enforce your policies.”

For the full article, visit [SHRM](#).

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