



Take Care to Avoid Costly Retaliation Claims

Publication

5.30.08

If an employee complains about discrimination or harassment, you need to treat that worker with care. Otherwise, you run the risk of a retaliation claim. To establish a retaliation claim, employees need to show only that they complained of discrimination or harassment and you took some adverse personnel action as a result. So what precautionary steps can employers take to prevent a retaliation claim?

1. Management training should always include anti-retaliation training.
2. The human-resources department should review discipline before it is administered.
3. Keep any protected complaints you receive confidential.

This article appeared in the May 30, 2008 issue of the *Charlotte Business Journal*.