

Is Zero Tolerance the Best Way to Stop Sexual Harassment?

News

10.01.18

Atlanta partner Howard Mavity spoke with *Material Handling & Logistics* for their article “Is Zero Tolerance the Best Way to Stop Sexual Harassment?” regarding the pitfalls of taking a zero-tolerance approach to workplace harassment. The article explores why many disagree with the zero tolerance policy, as it can be extreme and counterproductive. While the intent behind the policy is to communicate that any form of unwelcomed behavior will not be tolerated in the workplace, a broad use of the term can create be problematic. Howard noted that counsel on both the employer and employee side have concerns about the policy. Though unlawful harassment, dishonesty, workplace violence, bullying, or discrimination shouldn’t be tolerated, “having a zero or ‘no’ tolerance for such behavior does not have to mean that any prescribed act automatically triggers dismissal—that’s the problem.”

To read the full article, [*Material Handling & Logistics*](#)

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Howard A. Mavity

Partner

404.240.4204

Email

