



Houston Partner Recommends Four Steps for Investigating Anonymous Workplace Harassment

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Accused workplace harassers usually are known to management. But a quick internet search for news coverage on anonymous workplace harassment shows that unknown perpetrators are more common than employers might think.

In an article for *Law360*, Houston partner Joe Gagnon reminds employers that the anonymity of the harasser does not relieve management of its obligation to conduct a reasonable investigation to both identify the perpetrator and protect against future harassment. Gagnon explains the two types of anonymous harassment and recommends four steps employers should take to investigate – even when they don't know who they're investigating.

To read the article, visit [Law360](#) (subscription required).

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