



SHRM Reports on Partner's Discussion of Hostile Work Environments

News

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Partner **James J. McDonald Jr.** was a featured speaker at SHRM's 2023 Annual Conference & Expo, during which he discussed how employers can determine if they have a "hostile work environment." The discussion started with Jim explaining that "hostile work environment" is a legal term with a narrow definition, and he added that "most complaints you hear will not meet it."

"Do not panic when an employee complains that you have a hostile working environment. A hostile working environment has a narrow legal definition, and what most employees think is a hostile working environment is usually not," said Jim.

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