

Lessons for Employers from Tiger Woods' Recent Legal Dispute with Ex

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In a *Law360* contributed article, co-authors **Stephanie Reynolds** and **Sean McKaveney** discuss how Tiger Woods' recent legal issues can help employers better understand their rights and responsibilities when it comes to workplace relationships, nondisclosure agreements, and arbitration provisions.

The authors discuss key takeaways for employers and some things they can do to develop a safer and more inclusive work environment and mitigate the risk of sexual harassment and related legal liabilities. First and foremost, the authors stress the need for employers to proactively review all nondisclosure and arbitration agreements to ensure compliance with the evolving legal landscape surrounding workplace disputes. They also encourage employers to proactively develop relationship disclosure policies that clearly outline expectations and boundaries for personal relationships among employees. And finally, the authors stress how important it is for employers to review company policies and handbooks to incorporate robust sexual harassment prevention measures, such as mandatory reporting policies, multiple reporting channels, and regular training sessions.

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