



INVESTIGATING SEXUAL HARASSMENT

All employees trust our EAP, so if we have an incident at work, such as a sexual harassment complaint, isn't the EAP the best choice for doing the investigation so everyone knows it is fair?



An employee assistance program would not be assigned responsibility for conducting an investigation of a sexual harassment complaint. Workplace investigations of harassment complaints and incidents are a formal, legal obligation of management. Many steps and communication points are involved in such an investigation, and documentation is relied upon later to make administrative, legal, and disciplinary decisions. You accurately sense that EAP staff and affiliated counselors often have desirable personality attributes.

They typically are able to quickly gain the confidence of others – attributes that lend themselves well; gathering facts from multiple sources. However the EAP as a source of confidential, reliable, and safe help would be damaged if it were to play an investigatory role. This role is not compatible with the employees need to understand and trust that the EAP is a safe and confidential resource.

Leadership Orientation Session B

Friday, Mar. 16, 2018
8:30am - 11:30am
Sheldon, IA

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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