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## Discrimination and Harassment Issues

Discrimination and harassment litigation poses a growing threat to employers of all sizes. Pryor Cashman's Labor and Employment Group helps clients avoid these expensive and intrusive claims through a comprehensive counseling, policy implementation and litigation defense program.

Our group first assesses the employer's needs and potential liabilities, including the size and composition of the workforce and existing policies and practices concerning discrimination and harassment. We then collaborate with the client in developing sexual harassment and anti-discrimination policies and complaint procedures.

In addition, our attorneys have substantial experience in developing and presenting anti-harassment and anti-discrimination training. Such programs form an essential part of a client's ability to avoid litigation and promote a work environment committed to equal opportunity for all employees.

For those clients which do find themselves subject to discrimination or sexual harassment litigation, the Labor and Employment Group has a proven track record in resolving and defending against such claims. As experienced labor and employment litigators, our group has represented employers before both federal and state agencies, and we have a successful record in defending these claims in both the federal and state courts.