

SEXUAL HARASSMENT  
INVESTIGATIONS IN THE  
#METOO ERA

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*A Live Demonstration and Moderated Panel*

*Russell Van Sickle   Susan Woolf*

*Erick Drlicka*

*Beggs & Lane*

*General Counsel*

*Emmanuel Sheppard & Condon*

*Beggslane.com*

*Escambia County Clerk of Court*

*esclaw.com*

# #METOO

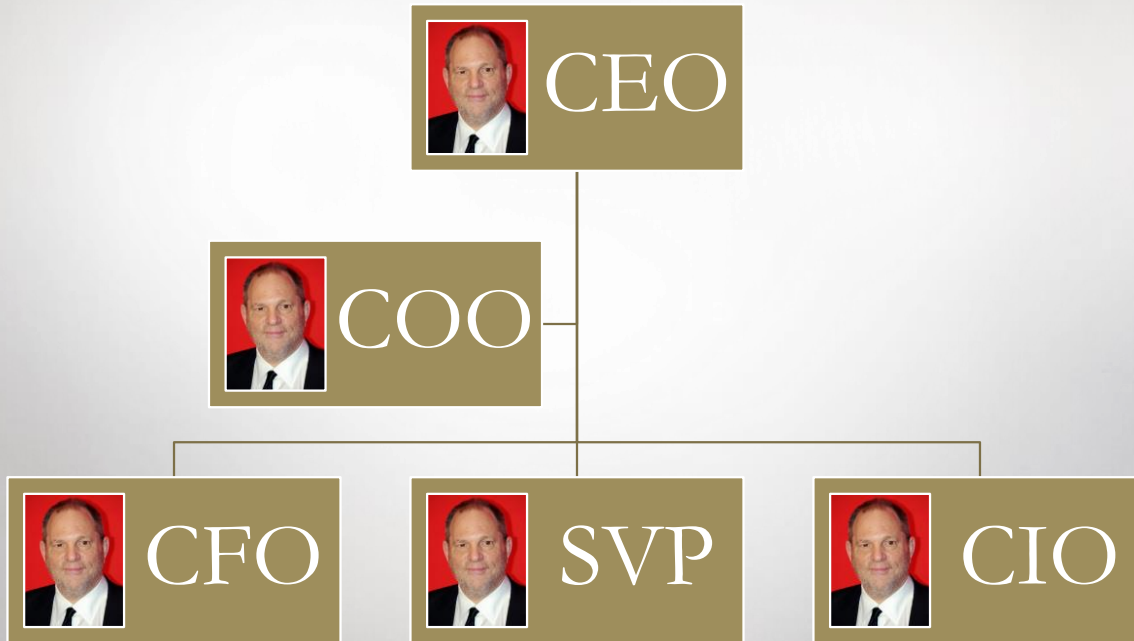




# LOOKING IN THE MIRROR



# IS THIS YOUR COMPANY?





A LIVE DEMONSTRATION



# STARRING....

❖ Susan Woolf as “Vice President of Sales”



# ALSO STARRING

❖ Russell Van Sickle as “Sr. Application Support Specialist”





# FEATURING THE LOVABLE CANINE....

❖ Spot as “Himself”







AND INTRODUCING ...

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*[Fill in Name Here] As “HR Investigator”*

*[Insert Photo Here]*



# THE COMPLAINT

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❖ I have been asked to write down what happened to me with Susan Woolf, the Vice President of Sales. Some of these things are:



# THE COMPLAINT

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❖ On several occasions, Susan has rubbed my shoulders while I was sitting at my desk .





# THE COMPLAINT

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❖ The way she has looked at me makes me uncomfortable.



# THE COMPLAINT

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❖ Once when we were on a business trip in October, she got angry with me when I refused to have a meeting with her in her hotel room.



# THE COMPLAINT

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❖ At a sales party on December 14, she had been drinking and made a point to stand next to me when a group photo was being taken. She put her arm around me and asked me if I liked magic. I said yes, and then she asked me if I would like it if she “copped a feel.” I said no and tried to stay away from her the rest of the night.



# THE COMPLAINT

❖ After HR did a training session on sexual harassment, she said that the training session was “a joke” and asked me if I had watched an episode of Big Bang Theory when Sheldon was ordered to take sexual harassment training at work, but he had his secretary complete the training for him. She said she could show me the episode in her office after hours if I wanted. After that, she kept asking me if I had seen the episode yet-I told her that I had not because I did not want to talk about it with her .



# THE COMPLAINT

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❖ Ever since I told Susan that I did not have time to serve on the company's Ethics Committee that she was chairing, Susan either gives me the cold shoulder or makes some snide remark about me. I think she is also watching whether I get to work late even though I don't report to her. I got a poor review by my boss yesterday, and I think this is because Susan talked bad about me to him.



# THE COMPLAINT

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❖ I just want this hostile work environment to end.



# THE COMPLAINT

- ❖ Shoulder rubbing
- ❖ Uncomfortable looks
- ❖ Business trip
- ❖ Company party
- ❖ Training/Big Bang Theory
- ❖ Retaliation



# PANEL DISCUSSION

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Panelists:

Moderator: Erick Drlicka

Susan Woolf

Russell Van Sickle



THE END!

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*Thank you!*