



DEI Leader Network – August 2022

Panel Discussion: Top 3 Reasons Employees Sue

diversity-works.net

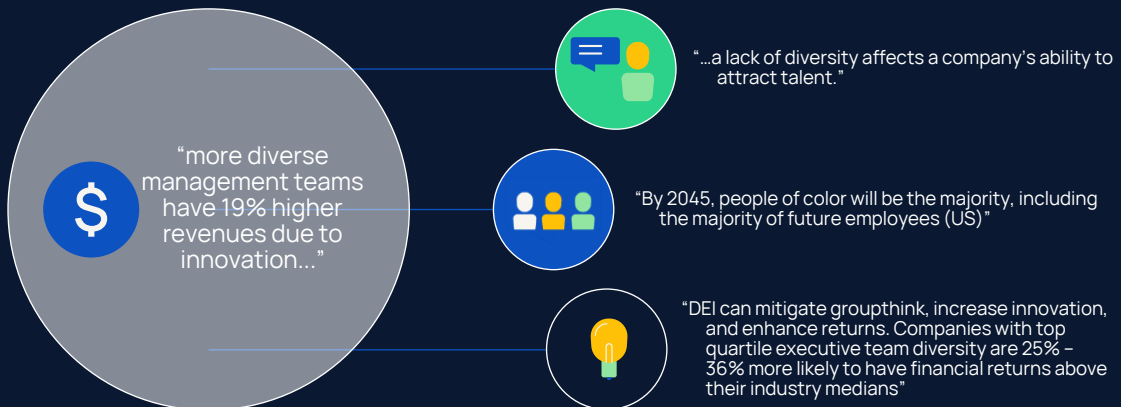
1



Contact us: info@diversity-works.net

Diversity Works is Bullish on DEI

DEI creates an opportunity for competitive advantage; Diversity Works is here to help you capture it.



©2022, Diversity Works. All rights reserved.

2

2

Today's panel



Denise Rosemond
Diversity Works Moderator



Edgar Ndjatou, Esq
Executive Director,
Workplace Fairness

Employment Law



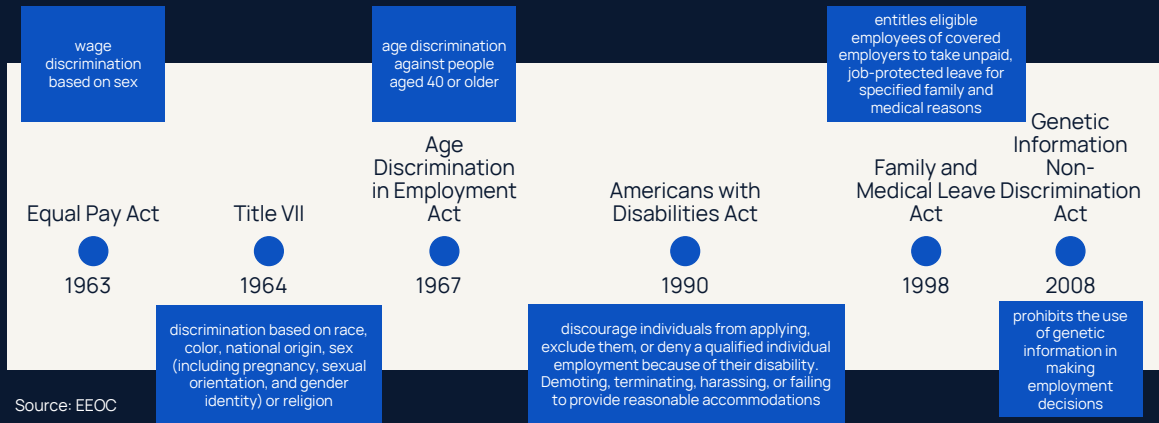
Gary Kloepfer
Professional Labor &
Employment Arbitrator/
Mediator

Labor Arbitration and
Mediation

DEI efforts are aspirational, but the floor is the law



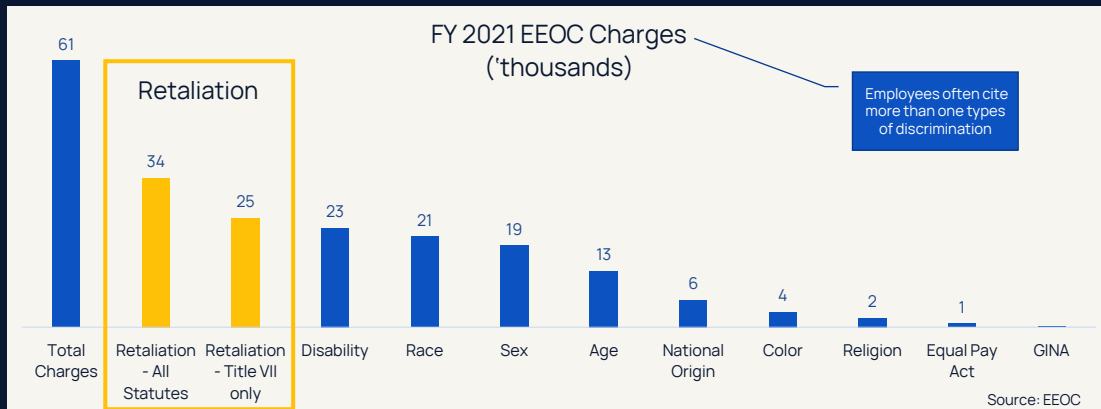
Federal employment statutes



Source: EEOC

©2022, Diversity Works. All rights reserved.

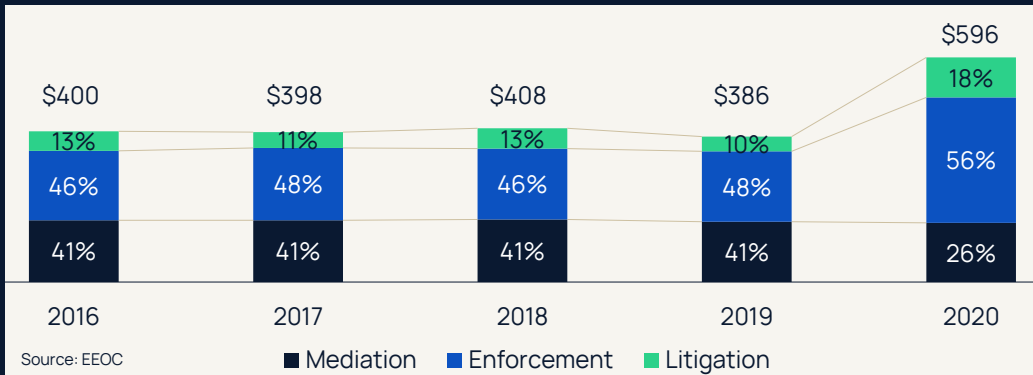
Mishandling of complaints most often results in a charge



©2022, Diversity Works. All rights reserved.

EEOC actions and private litigation resulted in \$600M in “benefits”

Monetary Benefits by Year (M)
2016-2020



©2022, Diversity Works. All rights reserved.

7

7

Top Three Drivers of Employee Lawsuits

#1 Inconsistent Performance Criteria

Different criteria and rules for different people or groups.

©2022, Diversity Works. All rights reserved.

8

8






#2 Hostile Workplace Environment

When the words and actions of a supervisor, manager or coworker negatively or severely impacts another employee's ability to complete their work.

#3 Violation of Wage/Hour Labor Laws

When employers don't pay employees accurately or timely.

What Does this “Cost” an Employer

-  Avoidable Legal fees
-  Lost productivity
-  Turnover costs
-  Poor morale
-  Negative impact on brand

©2022, Diversity Works. All rights reserved.

11

11

How to Reduce Your Risk of a Lawsuit

- Implements an Anonymous Reporting System (ARS) like “Report It”
- Write job descriptions to establish criteria for hiring
- Establish performance criteria for promotions, raises and disciplinary actions
- Communicate zero tolerance for a hostile environment and ensure swift resolution
- Train managers
- Invest in payroll systems

©2022, Diversity Works. All rights reserved.

12

12

Join Us in September Workplace Celebrations

September 15, 2022

1:00 PM EST

holly@diversity-works.net

13

Stay In Touch



+Follow



SUBSCRIBE



Follow

14