

Griffaton Quoted in *Columbus Business First* Story Titled “Companies, HR Leaders Navigate How to Enact Change in #Metoo Era”

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Mike Griffaton, of counsel in the Vorys Columbus office, was quoted in a *Columbus Business First* story about the changes companies are making to the HR policies in light of the #Metoo era.

The story states:

“Congress and more than a dozen other states are considering legislation that addresses a number of issues, including banning confidentiality in settlements and preventing companies from deducting harassment-related attorneys’ fees.

Ohio isn’t among the states considering similar legislation – at least not yet.

But because many employers in Ohio operate across state lines, HR departments must stay aware of the changing regulatory landscape, said Michael Griffaton, a counsel with Vorys Sater Seymour and Pease LLP in Columbus.

Companies also will need to update their policies to comply with the more stringent requirements, he said.”

The story further states:

“Griffaton said it’s not uncommon for a company to have a ‘toxic superstar’ – that employee who brings millions of dollars into the business and also is an ‘egregious harasser.’

‘We can’t tolerate that anymore,’ Griffaton said. ‘The best example is in Hollywood. Producers are being shunned and rightly so. This different culture is maybe a long time coming.’”

To read the entire story, visit the *Columbus Business First* [website](#). (Subscription may be required).