

Hostile Work Environment Claims in Today's Workplace

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The importance of workplace policies targeted at preventing and addressing workplace discrimination and harassment cannot be overstated. The EEOC has emphasized the importance of employer training and effective policies in its proposed Enforcement Guidance on Unlawful Harassment. Preventing systemic harassment has also been reaffirmed as a priority in the EEOC's Strategic Enforcement Plan for 2017-2021. The goal is to eliminate harassment and the EEOC has identified "prevention is the best cure" as the guiding principal. To this end, employers are urged to establish effective and accessible workplace policies, as well as effective harassment training in the workplace.

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