

# National Guides



## Littler on Harassment in the Workplace

**Scope of Discussion.** This publication summarizes the legal issues involved in a claim for workplace harassment. Cases continue to refine the legal standards for a claim of sexual harassment and apply those standards to cases involving harassment based on other protected categories. The publication also presents some of the legal defenses to harassment claims. It further provides practical tools and guidance to help address and investigate harassment claims and outlines steps that may help to prevent future claims. For related topics, see *Littler On Disability In The Workplace*, *Littler On Discrimination In The Workplace*, *Littler On Employee Training*, and *Littler On Religion In The Workplace*.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive.

### 1. OVERVIEW OF WORKPLACE HARASSMENT LAW

- [1.1 Introduction](#)
- [1.2 Types of Harassment](#)
- [1.3 Employer Liability for Unlawful Harassment](#)
- [1.4 Personal Liability for Unlawful Harassment](#)
- [1.5 Defenses to Hostile Work Environment Claims](#)
- [1.6 Statutory Remedies Available for Unlawful Harassment Claims](#)

### 2. WORKPLACE HARASSMENT CLAIMS

- [2.1 Sexual Harassment](#)
- [2.2 Sexual Orientation & Gender Identity Harassment](#)
- [2.3 Racial Harassment](#)
- [2.4 National Origin Harassment](#)
- [2.5 Religious Harassment](#)
- [2.6 Age Harassment](#)
- [2.7 Disability Harassment](#)
- [2.8 Retaliatory Harassment](#)
- [2.9 Workplace Bullying](#)

**3. PRACTICAL GUIDELINES FOR EMPLOYERS**

- 3.1 [Reducing the Risk from Harassment Complaints](#)
- 3.2 [Sample Antiharassment Policy](#)
- 3.3 [Sample Workplace Bullying Policy](#)
- 3.4 [Guidelines for Investigating Harassment Complaints](#)
- 3.5 [Possible Action Steps in Response to the #MeToo Movement](#)