

**HARASSMENT COMPLAINT FORM**  
(Employee)

**Complainant:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_

**Home Phone:** \_\_\_\_\_

**Work Address:** \_\_\_\_\_

**Work Phone:** \_\_\_\_\_

**Date(s) and time(s) of alleged incident(s):** \_\_\_\_\_

**Name of person you believe harassed you or another person:** \_\_\_\_\_

**If the alleged harassment was toward another person, identify that other person:** \_\_\_\_\_

Describe the incident(s) as clearly as possible. Include a full description of the events, and verbal statements (i.e., threats, requests, demands, etc.), and what, if any, physical contact was involved. Attach additional pages as necessary. \_\_\_\_\_

**Where did the incident occur?** \_\_\_\_\_

**List any witnesses who were present:** \_\_\_\_\_

**How did you or the person harassed (if not you) react to the harassment?**

This complaint is based upon my honest belief that \_\_\_\_\_ has harassed me or another person. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge.

\_\_\_\_\_  
(Complainant's signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Received by)

\_\_\_\_\_  
(Date)

# How To File A Workplace Harassment Complaint

**Thirumalaisamy P.**  
**Velavancorresponding**



## **How To File A Workplace Harassment Complaint:**

**The Essential Guide to Handling Workplace Harassment & Discrimination** Deborah C. England, 2024-09 Create effective policies and procedures learn how to investigate and respond to complaints and prevent discrimination and harassment lawsuits

**The Top Five Things to Consider Before Filing an Employee Relations Complaint** Patrice Miller, 2018-07-27 This book will help employees at all levels of the company understand how to file effective employee complaints and get successful results You will learn The difference between EEO harassment and discrimination and Employee Relations or Non EEO How to file an effective complaint to get better results How to avoid filing ineffective complaints that may cause more harm than good When to use other avenues to resolve your issue before filing a formal complaint Whether you are a leader or individual contributor in an organization you will find these tools useful in assessing your personal situation helping you address your employee relations concerns in the best possible manner

Understanding Workplace Bullying Devi Akella, 2020-08-05 This book examines the ethical and legal aspects of workplace bullying from a global perspective Through an in depth exploration of this psychologically destructive managerial technique it identifies workplace bullying as a highly potent tool in the short term to increase employee performance By deconstructing and exposing the dark side of workplace bullying not as a psychological harmful component not as a health related stress issue but instead as a management tool to exercise totalizing control over the employee this book explores the ethical modalities which managers tend to cross on a daily basis to get things accomplished within an organization This book offers researchers a thorough examination of management responsibilities and the power of enforcement strategies used by managers

**The Top Five Things to Consider before Filing an Employee Relations Complaint** Patrice Miller, 2018-10-12 This book will help employees at all levels of the company understand how to file effective employee complaints and get successful results You will learn The difference between EEO harassment and discrimination and Employee Relations or Non EEO How to file an effective complaint to get better results How to avoid filing ineffective complaints that may cause more harm than good When to use other avenues to resolve your issue before filing a formal complaint Whether you are a leader or individual contributor in an organization you will find these tools useful in assessing your personal situation helping you address your employee relations concerns in the best possible manner

**Sexual Harassment in the Federal Workplace** United States. Office of Merit Systems Review and Studies, 1981 Sexual Harassment in the Workplace: Law & Practice, 5th Edition Conte, 2019-11-13 Sexual Harassment in the Workplace Law and Practice *Sexual Harassment Policy Survey of Fifty States and the District of Columbia*, 1993-12 A comprehensive survey of the 50 States the District of Columbia on sexual harassment policies in their legislative bodies Includes written policies guidelines reports definition of sexual harassment allegations made much more Includes the recently released New York Governor s Task Force Report on Sexual Harassment Dec 1992

**Prevention of Sexual Harassment of Women at Workplace** Deepa Rafeeqe, 2024-05-31 The sexual

harassment of women at workplace is a highly debated topic in the society. Of late the sexual harassment cases are being reported on a daily basis from every corner of the country. There could be many instances which are not reported also. Though the action on receiving such complaints is yet to bring an apparent change in the workplace. Primary reason for inaction appears to be ignorance of the law. Whether it is an aggrieved woman or the respondent or the witnesses or the Internal Committee or an Organisation itself cannot act on a complaint unless the provisions of the law are known to them. The Guide on The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 is a simple reference book. Our endeavour is to help the people who need to use this law for any purpose. The book can be used as a ready reckoner for every woman and others to understand the procedure and limitations and above all for the organizations to provide a safe and secure workplace. It covers the basic legal provisions of the Act, the Rules and Regulations, the complaint handling process and the measures to be taken by the management of Corporates and Educational Institutions for the prevention and prohibition of sexual harassment of women at the workplace. I believe this book will be helpful for all including the employers, trainers, NGOs and the public as a whole.

*Your Rights in the Workplace* Sachi Barreiro, 2018-07-30. Employees: Learn your rights. *Your Rights in the Workplace* is an invaluable reference for every employee. Whether you have questions about your paycheck, discrimination, layoffs or benefits, you'll find answers here. Get the facts on drug and other workplace testing, sexual harassment, wrongful termination, wages and overtime, sex, race, age and disability discrimination, family and medical leave on the job, safety and health, health insurance and retirement plans, and unemployment, disability and workers' compensation insurance. *Your Rights in the Workplace* also contains nearly 20 charts on state-specific employment laws including those on equal pay, use of criminal records, paid sick leave, social media passwords, medical and recreational marijuana, and more.

**International Workplace Sexual Harassment Laws and Developments for the Multinational Employer** Ellen Pinkos Cobb, 2019-12-06. As the MeToo movement has become an increasingly global and significant workplace matter, a timely resource compiling must-know international workplace sexual harassment laws for the multinational employer is clearly needed. This book provides a comprehensive compilation of global sexual harassment laws, clearly necessary in this climate but not currently existing until now. It presents legislation addressing workplace sexual harassment in over 50 countries in the European Region, Asia Pacific, Americas, and the Middle East and Africa. Within each region, the laws of individual countries are set forth, as well as some cultural context and recent developments to indicate present and future trends in workplace sexual harassment regulation. Written in clear, plain English for anyone without a legal background, to understand this book is essential reading and a key resource for employment and business attorneys, global employers, managers, human resources professionals, and occupational health and safety professionals. Academics, practitioners, union members, employees, NGOs, and those in the human rights field will also benefit from this timely resource.

**Sexual Harassment in the Workplace: Sexuality, social relations, and the workplace** Alba Conte, 2010-01-01. The law of sexual

harassment is constantly evolving and the number of sexual harassment claims is dramatically on the rise Sexual Harassment in the Workplace Fourth Edition is a comprehensive guide that provides all the information you need to successfully litigate a sexual harassment claim Sexual Harassment in the Workplace guides you through the relevant administrative and legal proceedings from client interviews to attorney's fees It discusses state and federal remedies available to maximize recovery including The development and elements of the claim Sample pleadings Discovery documents Reviews of actual cases Special attention is given to important topics such as Suits by alleged harassers Insurance indemnification Class actions And many others Sexual Harassment in the Workplace brings you up to date on the latest case law developments including the following A new checklist of items to cover when representing an employer The U S Supreme Court confirmed that retaliation is actionable under Title IX where a girl's high school basketball coach claimed that he suffered retaliation for complaining about sexual discrimination in the athletic program of the school even though he himself was not the direct victim Jackson v Birmingham Board of Education 544 U S 167 2005 In order to increase opportunities for mediation the EEOC expanded the charges eligible for mediation and now mediation is available at the conciliation stage after a finding of discrimination has been issued in appropriate cases The U S Supreme Court has held that under the Federal Arbitration Act where parties to an arbitration agreement include a provision that delegates to the arbitrator the threshold question of enforceability of the arbitration agreement if a party specifically challenges the enforceability of the entire agreement the arbitrator would consider the challenge If however the party only challenges the enforceability of the arbitration provision the challenge must be heard by a court Rent A Center West Inc v Jackson 130 S Ct 2772 2010 The lack of timeliness in filing a discrimination action is an affirmative defense and the burden of proof is on the employer Salas v Wisconsin Department of Corrections 493 F 3d 913 922 7th Cir 2007 A federal employee's premature filing of a sexual harassment employment discrimination and retaliation complaint did not constitute a failure to exhaust administrative remedies so as to deprive the district court of subject matter jurisdiction Brown v Snow 440 F 3d 1259 11th Cir 2006 A majority of states impose a shorter period for filing with their agencies though so the filing deadline is not always extended when a state has its own agency The "single filing rule" under which a party who has not filed an EEOC charge or received a right to sue notice may "piggyback" his or her judicial action on the claim of a party who has satisfied those prerequisites has been described as a "carefully limited exception" to Title VII's procedural requirements Price v Choctaw Glove and Safety Co 459 F 3d 595 5th Cir 2006 Provided that an act contributing to the claim occurs within the filing period the court may consider the entire period of the hostile environment for purposes of determining liability Jordan v City of Cleveland 464 F 3d 584 6th Cir 2006 The Supreme Court has held that a plaintiff's timely filing of an EEOC intake questionnaire which was followed by an affidavit stating "Please force Federal Express to end their age discrimination" constituted a charge cautioning however that its permissiveness is not dispositive

## **Violence Assessment and**

**Intervention** James S. Cawood, Michael H. Corcoran, 2019-10-21 *Violence Assessment and Intervention The Practitioner's Handbook* now in its third edition provides a proven methodology grounded in the current empirical research and the authors' experience in successfully assessing and managing thousands of cases in a variety of contexts and environments for analyzing concerning behaviors and potential threatening situations and taking action in these challenging dynamic environments before tragedy occurs. Threat and violence assessment and management is an essential process in reducing violence and its consequences. The ongoing challenge for those assessors particularly in common workplace environments e.g. educational settings, public agency settings and business settings is applying the applicable behavioral science research in a practical and effective manner to maximize safety. The book begins by demonstrating the threat and violence assessment process from the point of the initial call and proceeds through the steps that quantify the situation and determine the appropriate response. The next section covers information gathering, victimology and formulas and tools for risk assessment. Finally, the book explores organizational influences, school violence, ethics, security and consultation issues, the formation and running of threat management teams and relevant laws related to violence assessment. This book is a valuable reference for human resource professionals, security professionals, mental health practitioners, law enforcement personnel and lawyers who are members of threat assessment teams, provide threat and violence assessment and management consultations as well as expert witnesses in cases involving workplace violence, school violence, security negligence or wrongful termination or disputed school disciplinary actions related to aggressive threatening or violent behavior. *Hospitality Law* Stephen C. Barth, Diana S. Barber, 2017-04-17 *Hospitality Law: Managing Legal Issues in the Hospitality Industry* Fifth Edition takes an applied approach to the study of hospitality law with its touchstone of compliance and prevention. The book is highly pedagogical and includes many interactive exercises and real world cases that help students focus on the practical application of hospitality laws and model their decision process to avoid liability. As a result, this book does look different than others on the market as the legal information contained is carefully selected to specifically correlate with helping students understand how to do the right thing, i.e. it is not a comprehensive book on the laws. Barth immediately helps readers learn about the legalities of situations and work through exercises both individually and in groups to effectively apply them to hospitality management situations. Many instructors teach their course from a very applied perspective which aligns with Barth's approach. Create Your Own Employee Handbook Lisa Guerin, Amy DelPo, 2021-05-14 Avoid legal problems and run a productive workplace with an up-to-date employee handbook. Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime, medical leave and social media. *Create Your Own Employee Handbook* provides everything business owners, managers and HR professionals need to create or update a legal and plain English employee handbook. Find the latest legal information, practical suggestions and best practices on wages, hours and tip pools, remote work, at-will employment, discrimination and harassment, complaints and investigations, health and safety, alcohol

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**Sex Discrimination in the Workplace, 1981** United States. Congress. Senate. Committee on Labor and Human Resources,1981 *Municipal Management & Finances* Richard Neal,2012-02-11 Being a Municipal Officer or Municipal Official can be a challenging task in many of the small communities in Maine or any other state Most of these positions are part time and do not draw the best of salaries Unfortunately there is little training and no certification requirements for these positions In many cases newly elected officers or elected appointed officials depend on the past practices of their predecessors These past practices may be OK or not OK and may not meet todays standards The budgets are much bigger and there are more state and federal laws regulations to comply with In the State of Maine the Maine Municipal Association MMA offers some basic training workshops and provides legal counsel for member communities for those that choose to participate Many are not willing to spend the time in attending these training classes workshops

*Supervising 101* Peter J. Moser,David B. Wilson,2005 *Workplace Violence and the Facility Manager* Joseph F. Gustin,2020-11-26 This book contains practical comprehensive and effective guidance and advice on the issue of workplace violence It is written in plain language and in a non theoretical reader friendly format for quick and easy reference Topics include the risk factors that contribute to workplace violence as well as the effects of violence The book discusses procedures for assessing threat as well as strategies for preventing violence and handling the consequences when necessary It also examines situations such as domestic violence and the workplace and racial and sexual harassment and explains the new OSHA directive on investigation workplace violence *Introduction to Fire Protection and Emergency Services* Robert Klinoff,2025-02-18 Meets and exceeds the National Fire Academy s Fire and Emergency Services Higher Education FESHE course objectives and outcomes for the Associate s Core course Principles of Emergency Services C0273 Addition of new chapter on building construction CH 5

Ignite the flame of optimism with is motivational masterpiece, **How To File A Workplace Harassment Complaint** . In a downloadable PDF format ( \*), this ebook is a beacon of encouragement. Download now and let the words propel you towards a brighter, more motivated tomorrow.

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