

Do You Think Your Harassment Training Is Changing Behavior?

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Recently I [shared on Currents](#) an article I wrote about a wide variety of topics that have come as remedies to the ongoing harassment problem highlighted by months of #MeToo, where I suggest that new and creative ways of training and of finding unreported harassment will be more significant than some of the initial legislative focuses. Drilling further, in [this article](#), I ask employers: Do you think your current annual training or video is *really* changing behavior? Specifically, I submit there are two primary behaviors that make harassment such a persistent challenge:

- Some people (mostly men) who engage in inappropriate conduct just will not / do not / cannot regulate their behavior.
- For any number of reasons, victims do not report inappropriate conduct.

These are complex subjects. Maybe your company's training is so good that it does impact these behaviors. But to the extent that your company has minimized the harassment problem, I suspect it is usually because your company has successfully created a culture of high communication and shared accountability, not because that hour in HR was so brilliant (even if it was in fact really good, and plenty of training is). [Click through](#) to read more, and I'd love to hear your thoughts.

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