



#### SEMINARS | COMMUNITY AND NETWORKING

### Michiana SHRM April Luncheon - Identifying, Investigating And Remediating Workplace Discrimination And Harassment

#### DATE

April 20, 2023  
11 a.m.-1 p.m. (Eastern)

#### LOCATION

Holiday Inn Conference  
Center  
1208 W. Douglas Road  
Mishawaka, IN 46545

#### SPEAKERS



**Michael Palmer**  
Partner



**Christian  
Murphy**  
Chief Executive  
Officer  
Catharsis  
Productions

Virtually all employers have policies that prohibit and encourage reporting of discrimination, harassment, bullying and other inappropriate workplace behavior.

Yet, few employers invest in teaching their supervisors, managers and human resource professionals how to effectively identify, investigate and remedy such misconduct. As a result, many employers fail to recognize and stop inappropriate behavior before it morphs into legal claims or worse – a toxic culture.

Mike Palmer of Barnes & Thornburg will help you address this void by

#### RELATED PRACTICE AREAS

Labor and Employment  
Labor Relations  
Workplace Counseling

#### RELATED OFFICES



Elkhart

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F 574-296-2535  
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South Bend

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outlining:

- How to identify inappropriate behavior, and discrimination and harassment complaints
- When to handle an investigation yourself and when to hire an outside investigator
- What evidence to review before you interview witnesses
- Which witnesses to interview and what types of questions to ask
- How to deal with difficult witnesses
- Ways to assess credibility for “he-said, she said” allegations
- What to include and what to exclude from the investigation report
- How to ensure your selected remedies work and how to prevent retaliation

In addition, Christian Murphy from Catharsis Productions, will join our discussion. He will share details of their proactive training designed to create a healthier and more productive organizational culture for everyone.

Registration and buffet lunch begin at 11 a.m. and the program begins at 11:30 a.m.

Registration fee is \$30 for non-members and is limited to 100 attendees.

Questions? [Email Amy Kintz](#) or call 574-237-1140.