The Shameful Truth: Sexual Harassment in the Legal Profession

Wednesday, May 23, 2018
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Identifying and Combating Sex-Based Harassment in the Legal Profession

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What do we know about sexual harassment in the legal profession?
...the American Bar Association urges all employers, and specifically all employers in the legal profession, to adopt and enforce policies and procedures that prohibit, prevent, and promptly redress harassment and retaliation based on sex, gender, gender identity, sexual orientation, and the intersectionality of sex with race and/or ethnicity.

Resolution 302 adopted by the ABA House of Delegates in February 2018
It is professional misconduct for a lawyer to:

**8.4(g):** Engage in conduct that the lawyer knows or reasonably should know is harassment or discrimination on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status or socioeconomic status in conduct related to the practice of law. This paragraph does not limit the ability of a lawyer to accept, decline or withdraw from a representation in accordance with Rule 1.16. This paragraph does not preclude legitimate advice or advocacy consistent with these Rules.

Resolution 109 adopted by the ABA House of Delegates in August 2016
Questions?
Resources from the ABA Zero Tolerance Program Toolkit

• Welcome Brochure
• Program Agenda
• PowerPoint Slides
• Core Reading & Handouts
• Library of Scenarios
• Speakers Bureau
• Resources for Survivors of Sex-Based Harassment
• Resources for Firms
Zero Tolerance: Best Practices for Combating Sex-Based Harassment in the Legal Profession
Thank you for joining us today. Share your thoughts about the program on social media with the hashtag #abazerotolerance.

The Commission on Women in the Profession’s Zero Tolerance Toolkit will be available on June 4, 2018. Please visit the ABA Commission on Women in the Profession website at ambar.org/zerotolerance