

SCHICKMAN AMENDMENT TO 302

RESOLUTION

1 RESOLVED, That the American Bar Association urges all employers, and specifically all
2 employers in the legal profession, to adopt and enforce policies and procedures that prohibit,
3 prevent, and promptly redress harassment and retaliation based on sex, gender, gender identity,
4 sexual orientation, and the intersectionality of sex with race and/or ethnicity. Such policies and
5 procedures should include:

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7 1. dissemination to all employees, management and directors of a clear statement that
8 harassment, including harassment based on sex, gender, gender identity, sexual orientation, and
9 the intersectionality of sex with race and/or ethnicity will not be tolerated;

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11 2. confirmation that the policy applies to conduct by directors, officers, management at all
12 levels, supervisors, employees, and third parties, at or in connection with any work related
13 function or against anyone protected by this policy irrespective of where that conduct occurs;

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15 3. provision of alternative methods for reporting violations of the policy, including methods
16 which do not involve any accused party, including and at least one ~~confidential~~ anonymous
17 reporting method (such as a hotline);

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19 4. communication upon commencement of employment of the process for reporting to a
20 governmental agency if the complainant desires independent review;

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22 5. investigation of all complaints in a prompt, competent, fair, thorough and objective
23 manner, with a report to complainant at closure of the process;

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25 6. prohibition of retaliation against the complainant and/or witnesses;

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27 7. implementation of corrective remedial actions as appropriate, ~~including,~~ but not limited
28 to, and disciplinary actions including, but not limited to termination, to prevent and correct
29 unlawful harassment or retaliation in the workplace, enforce the policy against harassment and
30 retaliation;

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32 8. communication regarding the existence, resolution, and any consideration paid for the
33 settlement of claims to the highest levels of the entity, such as reporting to the Board of Directors
34 or Executive Committee;

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36 9. development of initiatives that foster effective training and other innovative programs to
37 address the problem of sexual harassment.
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DELETIONS STRUCK THROUGH; ADDITIONS UNDERLINED