



# Employee Harassment Guidelines - Overtime Pay Law Los Angeles



**OVERTIME PAY LAW LOS ANGELES**

## EMPLOYEE HARASSMENT GUIDELINES

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Harassment is any type of behavior that creates a hostile or intimidating work environment. Many types of inappropriate behavior constitute harassment. The behavior may be of a sexual nature or instigate workplace violence.

Employee harassment guidelines are a set of rules that illustrate how employees should conduct themselves in the workplace.

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Employee harassment guidelines define harassment, establish a specific code of conduct and clearly describe the procedures for reporting harassment.

## Employee Rights

Harassment is a form of discrimination, and workers who engage in harassing behavior could be violating state and federal anti-discrimination laws, such as the Civil Rights Act and the Americans with Disabilities Act.

Employees have the right to work in an environment free from harassment and discrimination. Employees also have the right to report harassing behavior to the Equal Employment

Opportunity Commission, as well as state and local agencies.

## Employer Responsibility

Implementing an employee harassment policy does not release employers from liability if a worker is the victim of harassment. Employers must make a good-faith effort to prevent harassment in the workplace and remedy a harassment situation if a worker files a complaint. Employers are liable for harassment if they are made aware of harassing behavior and fail to take action to correct the situation.

## Prevention

Employers implement employee harassment guidelines to prevent and eliminate harassing behavior in the workplace. Guidelines attempt to prevent harassment through education and training about the problems harassment causes and the individual responsibilities of all involved.

If you or somebody you care about has been wronged by your employer, you may need assistance from a skilled [Employment Law Attorney](#) today.