

# QUICK Q&A

## Answers to not-so-common questions

*Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.*

**Q: We've been following EEOC guidance on workplace harassment for years now. What do we need to do differently now that the EEOC has issued new guidance?**

**A:** The Equal Employment Opportunity Commission (EEOC) recently issued new guidance on workplace harassment to reflect modern day laws and social changes. Prior to the recent release, official workplace harassment guidance had not been updated since 1999. Notable additions include

- recognition of harassment prevention in online and virtual work settings,
- detailed standard harassment investigation protocols for employers,
- clarification on protected classes like pregnancy, gender identify and sexual orientation, and
- additional examples of unlawful harassment.

While employers should maintain current harassment prevention procedures, like [training managers](#) on how to identify and handle harassment cases, or including EEOC policy statements on job postings, supplemental actions may need to be taken. Consider adding verbiage to policies that clarifies harassment based on pregnancy, childbirth, or related medical conditions, sexual orientation, and gender identity is prohibited. Confirm that current investigation protocols also align with the EEOC's guidance and make changes to investigation procedures if necessary.

For further clarity on steps to take in the wake of new EEOC guidance, [register now](#) for our upcoming webinar, "How the EEOC's new workplace harassment prevention guidance changes things." Rachel Gast, HR Consulting Director, will help employers understand how the recent directive impacts employer policies and procedures.

***Additional Resources:***

- [EEOC Releases Workplace Guidance to Prevent Harassment](#)
- [Enforcement Guidance on Harassment in the Workplace](#)
- [Summary of Key Provisions: EEOC Enforcement Guidance on Harassment in the Workplace](#)