



Your HRTrain Connection

We understand that COVID-19 has caused most workplaces to look different than they did just a few weeks ago. Despite this uncertain time, we at HRTrain continue to support and guide our clients.

We're here to help your organization operate as smoothly as possible, and to field your concerns and questions, even in the face of disruption. Let's stay in touch .

Be well ,
The HRTrain Team

EEOC Reports Rise in Retaliation Complaints

The U.S. Equal Opportunity Employment Commission has released its breakdown of the types of charges brought against employers in 2019. Which was the most common?

Retaliation. In fact, the EEOC says, retaliation accounts for 53.8 per cent of all charges filed, followed by disability (33.4 per cent) and race (33 per cent).

"Retaliation occurs when a manager or management takes an adverse employment action against an employee [or employees] after a claim of harassment or discrimination is made, or during the course of an investigation," explains Rena Cohen Kozin, vice president of sales for HRTrain. "Effective and consistent training can prevent retaliation, and employees can learn to recognize retaliation, should it occur."

Retaliation can take many forms, Cohen Kozin adds. It can include anything from taking away a "perk," to spreading rumors to employees or future employers, to the most severe: job termination.

Is it time to update the scenarios in your organization's training?

New Jersey Overhauls Anti-Harassment Laws

New Jersey is overhauling its anti-harassment laws. Governor Phil Murphy has unveiled legislation that mandates that workplaces:

- establish a clear definition of a "hostile work environment," and
- provide training to give employees a full understanding of unlawful discrimination and harassment.

The state proposal also adds domestic workers and unpaid interns to the employees protected by the New Jersey Law Against Discrimination, and extends the statute of limitations for cases brought under that law.

Please contact us if your organization has a presence in New Jersey.

[Miss our last newsletter? Check it out.](#)

Coming Soon: New Scenarios

- Learn how **bystander intervention** can aid victims of harassment and discrimination.
- Let's prevent harassment and discrimination with better **listening and communicating**.
- Is **hugging** ever acceptable in the workplace?

[Customize Your Training](#)

Stay on Track

How can we manage the anxiety associated with COVID-19?

What's the science behind these very real feelings?
Let's find out.

How did one woman make an impact at NASA, despite segregation and obstacles to women's contributions?

With knowledge, strength and perseverance.
Let's honor Katherine Johnson .

How can organizations handle romance in the workplace?

What legal issues may arise?
Here's what some workplaces are doing.

Can hiring the wrong candidate contribute to a hostile work environment?

How can you avoid hiring a "toxic" employee?
One manager does this.

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