

The header graphic features a large, stylized purple triangle on the left side, with the title text to its right. The background is a light gray with a subtle pattern of small dots. On the right side of the header, there is a photograph of a diverse group of people sitting in a row, looking towards the right.

# Discrimination, Harassment & Abusive Conduct

The explosion of high-profile sexual harassment and abuse claims frequently filling the media mirrors a higher level of scrutiny on employers regarding allegations of all types of workplace harassment. Our attorneys assist clients in numerous ways with respect to issues regarding harassment in the workplace.

Some of the services we provide most often include:

- **Advice on responding to complaints** — More than ever before, employers should proceed with caution when confronted with information suggesting potential harassment in the workplace. We regularly assist clients in communicating with complainants, selecting appropriate investigators, determining the proper scope of the investigation, assessing the investigation findings and determining appropriate corrective action.
- **Training** — Substantive, interactive training for ownership, human resources professionals, managers and employees on the topic of harassment, which can be tailored for state-specific anti-harassment training requirements.
- **Representation** — When an employee elects to pursue a claim, we represent clients throughout the process, providing both the strongest defense possible under the circumstances, as well as honest and realistic advice about risks and potential strategies for resolution.
- **Investigations & Audits** — Although it is usually inappropriate for attorneys to conduct investigations on behalf of their own clients (because the attorneys' owe duties of loyalty to their clients and are not impartial), attorneys are well-suited to serve as investigators, and we can conduct investigations on behalf of companies that have not retained us as their counsel. Our attorneys have amassed extensive experience conducting sensitive internal investigations nationwide and conducting audits on employment-related compliance matters. We also represent clients facing external audits, such as civil rights, wage and hour, FMLA-compliance, government contractor or other compliance audits.

## Primary Contacts

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