

The header image is split into two parts. The left part has a light gray background with a pattern of small dots and a large purple triangle pointing towards the right. The right part shows a group of people, mostly women, sitting in a row and looking towards the right, suggesting a training or meeting session.

Training & Tools for Clients

When it comes to legal compliance and risk avoidance, it is critical to train ownership, human resources professionals, managers and employees. Training is also an effective way to reduce litigation and potential legal expense. Knowing the fundamentals and how to issue spot areas of risk allows an employer to take proactive steps to ensure compliance and minimize personnel disputes.

In addition to carrying potential legal risks, personnel disputes can negatively impact an employer's day-to-day operations and bottom line by leading to poor morale, lowered employee attendance and higher insurance claim costs, employee retention problems, lowered productivity, quality problems, and bad publicity that, in this day and age, sometimes goes viral.

Lathrop GPM's labor and employment team is highly experienced in creating and delivering customized and effective training for employers of all sizes. While our team can create customized training on any labor or employment topic, we routinely deliver training on such matters as:

- Anti-harassment and anti-discrimination practices
- Anti-retaliation practices
- Avoiding legal disputes
- Developing effective employee handbooks
- Developing personnel manuals and procedures
- Drug and alcohol testing
- Effective performance management, discipline and termination procedures
- Handling sexual misconduct and other abusive conduct
- Interviewing and screening job applicants
- Leaves of absence

Primary Contacts

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- Managing legal risk in the recruiting, hiring and onboarding process
- Reasonable accommodations process
- Union avoidance
- Wage and hour issues and legal developments
- Working with employees with health issues

Specialized Training Services

California Sexual Harassment Training Services

Because anti-harassment training requirements vary by state, our team tailors training on this topic to fit an individual client's needs, depending on where their employees are located. California's employment laws are notoriously complex to navigate, so our California-based team has developed state-specific training for clients there to assist with compliance requirements. California law requires all employers employing five or more employees to provide at least two hours of classroom or other interactive training and education regarding sexual harassment and prevention of abusive conduct to all supervisory employees, and at least one hour of classroom or other interactive training and education to non-supervisory employees.

In order to assist employers seeking to comply with these training and educational requirements, we offer classroom and on-demand webcasts that satisfy the training requirements. The trainings focus on:

- Recognizing discrimination and harassment
- Understanding the law and applicable policy with respect to discrimination and harassment
- Understanding the abusive conduct standard and what it means for supervisors, managers, and employees
- Practical examples and techniques that can be used to assist in preventing discrimination and harassment
- How to respond properly to complaints of discrimination and harassment

Title IX & VAWA Compliance & Training Services

Federal Title IX regulations require, among other things, that higher education institutions provide training to certain individuals on sexual harassment-related topics. To assist schools with their compliance requirements, firm attorneys founded trainED, an outgrowth and extension of Lathrop GPM's Higher Education practice. Through trainED, Lathrop GPM attorneys provide training focused on issues pertaining to Title IX and the Violence Against Women Act (VAWA) to higher education institutions. trainED has become a nationally recognized provider of higher education training and compliance services, having provided training to over 300 higher education institutions located in nearly all 50 states. trainED has developed training for schools ranging in size from a few hundred students to nearly 50,000 students, and from public state universities to private faith-based institutions.

The trainED team includes Lathrop GPM's attorneys who regularly work for colleges and universities throughout the country on employment issues and student-related compliance issues. This team focuses on sexual discrimination, sexual assault, sexual harassment, sexual misconduct, domestic and dating violence, and stalking.

Learn more about trainED's trainings and other compliance services [here](#) or on its website, [here](#).

Related Areas of Focus

Services

[Discrimination, Harassment & Abusive Conduct](#)

[Employment Counseling & Personnel Management Advising](#)

[Labor & Employment](#)

Sectors

[Higher Education](#)

[trainED](#)