

Harassment training has changed since #MeToo

While the #MeToo movement has raised awareness of the problem of sexual harassment and assault, employment lawyers say the first six months of the movement hasn't led to a tsunami of workplace harassment claims by employees—at least not yet.

One big change, however, has been a sharp increase in the number of employers who are doing preventative training to head off such claims, says a report by Bloomberg Law.

Law firms are also reporting an uptick in investigations into employee complaints, likely because #MeToo has forced employers to take all complaints more seriously.

In addition to basic sexual harassment training, the Bloomberg report says more law firms are training employers on the nuances of harassment cases. One example: The responsibility of supervisors to act on harassment that they happen to hear about or see.

Law firms that handle such issues aren't hiring extra attorneys yet, but they are reassigning some to training and cases that address #MeToo issues. Some firms have created special #MeToo task forces to deal with investigations and management training.

Another legal twist: Corporations looking to acquire other companies are, for the first time, looking into the potential exposure to #MeToo claims as part of their due diligence.