



THE **OPRAH**
MAGAZINE

THIS MONTH'S BIG QUESTION

Where do we go from Here?

*What we know for sure:
Things between men and women
will never be the same*



*As quoted in the March 2018 Issue
of O Magazine*



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MAY CAUSE SIDE EFFECTS

Employment lawyer Allison West examines the flip side of progress.

The backlash was inevitable. Managers and employees are now questioning their every workplace interaction: "What exactly is unlawful harassment? Can I touch someone on the shoulder to show compassion? What if I compliment a colleague's new haircut?" One male law firm partner told me, "I travel for business; now I can't travel with a female associate. What if she sues me for something I said innocently?" While some think that separating men and women will help them escape harassment claims, it could actually lead to a discrimination claim. Avoiding women isn't the solution. Having collaborative workforces, where people have equal opportunity, is.

—AS TOLD TO M.S.