



Saintcyr Consulting, LLC.

Building Transformative Leaders

March 25, 2020

COVID-19 RELATED DISCRIMINATION – ADDRESS IT. PREVENT IT.

There have been a number of Covid-19 related discrimination incidents that should serve as a warning to employers.

They also serve as an opportunity to remind employees of employer anti-discrimination and anti-harassment policies. With many employees now



working from home, it is important to remind employees of your organization's commitment to foster a discrimination and harassment-free work environment.

In addition to the dissemination of your policies, below are some best practices to consider.

- Remind managers to be consistent, fair, and flexible.
- Re-issue employee conduct policies.
- Highlight provision regarding off-site and off-duty conduct.
- Highlight provisions regarding the appropriate use of technology.
- Provide contact information for concerns and complaints.
- Discourage, timely address, and correct any bias conduct based on protected categories, particularly national origin, medical conditions, and disability.
- Consult with HR, Employment Counsel, and/or Outside Counsel for further guidance.