Suffolk Labor and Employment Lawyers Offer To Help Victims Of Sexual Harassment And Discrimination In A Hostile Workplace

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Suffolk, NY - Gordon Law, P.C. - Suffolk Labor and Employment Lawyer has announced that they are ready to help victims of a hostile workplace who are in need of a Suffolk sexual harassment and discrimination attorney, particularly with the new updates by the State of New York on the laws governing sexual harassment. Governor Andrew Cuomo had signed into law the 2019 New York State Budget on April 12, 2018 and has updated the State?s sexual harassment laws. The new laws now protect the rights of independent contractors in the workplace, require employers to adopt a sexual harassment prevention policy, and require all state contractors to submit a sexual harassment policy. All employers, including state contractors, will also need to train all employees on their sexual harassment prevention policy.

A spokesperson for the firm says, ?Our Suffolk labor lawyers and employment attorneys have extensive experience in sexual harassment and discrimination matters in Suffolk County and on Long Island. Our law firm represents the brave employees who refuse to let harassment threaten their careers and those who may have been wrongfully terminated by their employer. By advocating on your behalf, our sexual discrimination lawyers can help you protect your job and reinforce that this behavior is not tolerated in today?s workplace.?

Those who believe that they are victims of sexual harassment in a hostile workplace environment can schedule a free consultation with a Suffolk sexual harassment lawyer. They can also get some advice on what to do if they feel like they are being sexually harassed. Whether it involves a supervisor taking advantage of his or her power over the victim or a co-worker engaging in offensive conduct towards the victim, sexual harassment can have such negative effects on the victim, both on his or her career path or his or her emotional condition.

It should be noted that while most victims of sexual harassment are women, either gender can be a victim. The Equal Employment Opportunity Commission (EEOC) has noted that 17.8 percent of the victims in the more than 7,500 charges filed with the EEOC in 2012 were male.

It should also be pointed out that sexual harassment is unwelcome advances or requests for sexual favors and other conduct of a sexual nature when submission is a condition of employment, when submission or rejection is utilized as a basis for accepting or rejecting an applicant, or when the conduct reaches a threshold of pervasiveness and severity that results in a hostile working environment.

Some examples of sexual harassment are physical conduct such as rape or assault, inappropriate touching of clothing or body of the victim, hugging, kissing, stroking, or patting; written or verbal conduct such as comments on the victim?s body, clothing, or personal behavior, sexual or sexually-based jokes, repeatedly asking the victim out, asking for sexual favors, or spreading rumors about the victim?s sexual life; nonverbal conduct such as derogatory gestures or facial expressions that are of a sexual nature, leering at the victim, or stalking the victim; and visual displays such as drawings, posters, screensavers, pictures, emails or text messages of a sexual nature.

The law firm also wants to point out that courts have held that sexual harassment is a form of sexual discrimination. This is a violation of Title VII of the Civil Rights Act of 1964. Title VII is applicable for employers who have 15 or more employees and requires the filing of a charge of workplace sexual harassment with the EEOC. Some state laws may also be applicable for sexual harassment cases, including battery, assault, negligent hiring and supervision, and intentional infliction of emotional stress.

For those who believe they are victims of sexual harassment, they need to keep a record outlining each incident, maintain work records especially for those who were hired or promoted with a sexual favor as a condition, report harassment to the employer, and consult with a legal expert.

Gordon Law, P.C. - Suffolk Labor and Employment Lawyer division specializes in all kinds of labor and employment laws. They believe that their success in settlements and trials is the result of more than 100 years of combined attorney experience on the New York Lawyers Team.

Those who want more information or would like to schedule an appointment regarding cases involving the New York sexual harassment law can check out their website at https://www.nylawyersteam.com/labor-relations-attorney/locations/long-island-suffolk or call them by phone at (631) 310-4990.

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For more information about Gordon Law, PC-Suffolk Labor and Employment Lawyer, contact the company here:Gordon Law, PC-Suffolk Labor and Employment LawyerBryan Gordon(631) 310-4990bryan@nylawyersteam.com68 S Service Rd, Suite 100Melville, NY 11747

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