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## Love, Labor, Losses

We hope you had a nice summer. Here at Insurance Professionals of New England, Inc. we pride ourselves on providing value added service delivered with a social conscience. We wanted to mention a few highlights of a valuable article on new rulings that widen the potential impact of office romance and provide you with a link to the complete article. The article is from an insurance industry periodical called Best's Review the article is entitled "Love, Labor, Losses" written by Al Slavin. A few highlights from the informative article are:

1. **Conduct regular harassment-and discrimination-prevention training.**
  - *High quality, legally defensible training should be held at least once per year. New hires and newly promoted managers should be trained upon hire and promotion.*
2. **Enforce your organization's anti-harassment policy.**
  - *The US Supreme Court gave employers an affirmative defense in harassment claims, but only if an organization "exercises reasonable care." This includes consistent enforcement of harassment prevention policies.*
3. **Insist your employees maintain professional boundaries.**
  - *Most harassment situations arise because employees are not maintaining appropriate professional boundaries. Ensure that employees do not touch each other or engage in joking or conversations regarding sex, gender, national origin, race or religion.*

*Best's Review: August 2009*

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**For the complete article please click on the file named *Love Labor Losses Full Article*.**