

3 Steps to Prevent Discrimination Complaints

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Carlton Fields labor and employment attorney and [Core Triangle Consulting](#) Vice President Rae Vann was quoted in a *HR Dive* article, “3 Ways to Prevent Discrimination Complaints,” about how to handle concerning discrimination complaints. Claims can have an adverse impact on the company and the employees that are affected. Companies should try to create an ethical workplace culture and address potential issues ahead of time, especially in the age of remote work. However, complaints do arise, so a channel for employees to raise their concerns should be established. “Employees need to have a meaningful complaint and investigation that exists more than on paper,” said Vann. When complaints are submitted, workplaces are advised to think about the claims as a whole, contrary to typical training. “We look at each [complaint] as an individual thing, but it’s really important to think about making connections between things that have been coming up,” shared Vann. Vann also added that if discrimination claims do go to court, it is crucial that companies show that they addressed the issue internally, and create protections for the employees who complained in good faith. [Read the article.](#)

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