Indiana Employment Law 101

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Indiana Employment Law In Half A Page

Think Carefully, Think Consistently, and DON'T Do, Say, Write (or Even Feel) Anything Suggesting Negativity Towards:

1) Race, color, national origin
2) Sex, orientation, pregnancy
3) Religion
4) Age (40+)
5) Disability, genetic history
6) Citizenship status
7) Veteran status
8) Complaints of (alleged) discrimination
9) Complaints about pay
10) Complaints of (alleged) regulatory violations
11) Workplace safety complaints
12) Union sympathies
13) FMLA, military, other protected absences
14) Workers' comp claims

And respond promptly to observed or reported problems or requests for assistance.
Harassment

THOU SHALT ...

1) NOT become too familiar with coworkers, especially subordinates, or bring personal relationships to work

2) NOT make sexually suggestive remarks, gestures, or facial expressions

3) NOT call others by gender-based "terms of endearment"

Harassment

THOU SHALT ...

4) NOT refer to anyone in degrading terms – directly or behind their backs
   • The law recognizes that "even once is too much" for certain words
   • Hostility experienced "second-hand" or "through hearsay" still "counts"
Harassment

THOU SHALT ...

5) KEEP your hands and other body parts to yourself
   • Respect others' space

6) TREAT your online activities the same way as your "offline" activities
   • "If in doubt, don't tap it out!"

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Harassment

THOU SHALT ...

7) NOT bring to work, share at work, or anywhere expose coworkers to pictures, posters, magazines, calendars, memes, tweets, etc. related to gender, sex, race, age, etc.

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Harassment
THOU SHALT ...

8) NOT comment on employees' sex lives, bodies, appearance, or bodily functions
   • Compliment only performance, not appearance
   • Don't forget it is unlawful to treat others differently based on how you think a man/woman "should" look, act, etc.
   • OK to confront hygiene issues (but proceed with care and good HR help)

Harassment
THOU SHALT ...

9) NEVER NEVER NEVER—engage in a romantic/sexual/personal relationship with a subordinate
   • Everyone who has thought "my case is different" is wrong
   • "The heart wants what the heart wants" = "I have no control/judgment"
Harassment

THOU SHALT ...

10) NOT– create or tolerate a hostile environment
   • Everyone recognizes a sexual/racial/ethnic "slur" or symbol
   • Don't say, write, send, retrieve, or post them, and don't let them go unaddressed

Harassment

THOU SHALT ...

11) NOT– create or tolerate a hostile environment
   • Americans increasingly are attuned to behavior that can offend or reflect bias based on sexual orientation or gender identity
   • Learn it, don't do it, and don't allow it
Harassment

THOU SHALT ...

12) NOT – create or tolerate a hostile environment
   • Not everyone is attuned to behavior that can offend or reflect
     bias based on age
   • Learn it, don’t do it, and don’t allow it

CODGER  OLD FART  GEEZER

COOT  BIDDY

Harassment

THOU SHALT ...

13) NOT – create or tolerate a hostile environment
   • Don’t “proselytize”
   • Don’t give the impression that anyone’s
     religion (or lack thereof) matters to their job