

Psychological Issues in the Workplace 2021

NEW YORK & LIVE WEBCAST
October 26, 1:00 – 5:15 p.m. ET



The pandemic has created new types of legal claims by employees, additional obligations for employers, and a novel set of challenges for employers and employees alike. While the pandemic suddenly affected each of us and dramatically altered the workplace, there is one factor that remains critical to the creation and resolution of employment disputes. Psychological issues, always important, are impossible to ignore as we adjust to our new “normal.”

This program will address in a clear and pragmatic way key legal issues at the intersection of employment law and psychology. A wide array of claims, from discrimination and retaliation to workplace safety and disability accommodation, are profoundly impacted by the range of emotions that motivate employees and employers alike. These emotions have only been heightened during this unprecedented time. This program brings together in-house counsel, outside counsel, and mental health professionals to address the creation, litigation and resolution of employment law claims unique to the pandemic and its aftermath, and the manner in which psychological issues influence the employees, managers and employers involved in such conflicts. Prominent practitioners from the employee rights and management bars, the Equal Employment Opportunity Commission, psychiatrists and psychologists, will transcend jargon, identify practical ways of working together, and describe effective strategies to avoid, pursue and resolve litigation.

Additionally, this program will address a set of ethical considerations that arose well before the pandemic and remain no less important now. Professional responsibilities and ethical issues that arise from bullying on the job will be the focus of our legal and mental health experts, who will consider the professional responsibilities for attorneys and mental health professionals when bullying threatens or involves violence.

THE AGENDA

A PROFOUNDLY CHANGED WORKPLACE: NEW CLAIMS AND NEW THEMES

- The EEOC’s perspective on our altered workplace; employee rights, employer obligations
- Employment discrimination, harassment and retaliation claims arising during the pandemic – what’s new, what’s the same?
- Sexual harassment in the virtual workplace
- Psychological implications of remote work for employee morale and performance, and implications for discrimination and retaliation claims
- Workplace safety issues; strategies to avoid and pursue claims
- The role of the mental health professional in evaluating, litigating and resolving employment disputes

NAVIGATING THE PANDEMIC WORKPLACE: THE EMOTIONAL IMPACT, ACCOMMODATION REQUESTS, AND LEAVES

- The emotional aftermath in the workplace: identifying and addressing medical crises, chronic anxiety, and trauma
- Accommodating requests related to the public health crisis under the Americans with Disabilities Act and analogous state and local laws
- Capitalizing on opportunities created by new workplace models for hybrid and remote work
- Managing leave of absence requests under the FMLA and new entitlements arising from COVID-19

BULLYING ON THE JOB: ETHICAL ISSUES AND PROFESSIONAL RESPONSIBILITIES

- Employee bullying: ethical considerations for in-house counsel, human resources, and mental health professionals
- Workplace bullying by attorneys; ethical and reporting obligations
- Complaints of bullying: crafting an ethical and practical response
- When bullying threatens or involves violence; professional responsibilities for attorneys and mental health professionals

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PLI New York Center

1177 Avenue of the Americas, 2nd Floor
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(Entrance on West 45th Street)

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Note: Dates and locations are subject to change

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