

Sexual Harassment, Retaliation

Gretchen Carlson v. Roger Ailes (Fox News)

\$20M Settlement

2017, New York

Synopsis: Carlson alleged she suffered numerous sexual harassment and assault incidents over a many-year span, culminating with what she termed “severe and pervasive” harassment at the hand of the company’s CEO, who then allegedly refused to renew Carlson’s contract when she would not sleep with him.

GHR could have helped detect, prevent, and resolve this!

- If there were multiple bad actors harassing Ms. Carlson, they would have been deterred with the knowledge that every employee, including victims and witnesses, would be reporting weekly as to all they witnessed or experienced.
- Weekly reports from Ms. Carlson would have disclosed any sexual harassment, assault, or other misconduct as they occurred.
- Weekly reports from others around Ms. Carlson would have revealed whether any of her co-workers witnessed any misconduct towards her.
- Ms. Carlson would have had an easy, mandatory, and organized way to report any incidents of sexual harassment, assault, discrimination, or other problems at the time they occurred.

- The designated Human Resources personnel would have been notified immediately when the first incident was reported, so that the issues could be addressed and resolved without litigation. Future harassment would have been prevented.
- If Ms. Carlson, and other employees who could have been witnesses, reported that there were no issues at the time, this would have been powerful evidence for the company at trial. And the Company would have been able to implement strategies to prevent any future similar problems.
- At \$3 per employee per month, GHR would have been well worth the investment to deter, resolve, and prevent this type of situation.