

## Sexual Harassment, Retaliation

Alford v. Aaron's Rents

\$95M Verdict

2011, Illinois

Synopsis: Alford testified she was subjected to repeated incidents of sexual harassment and assault by a manager at her workplace over an extended period of time. She alleged the company did little to protect her, or to prevent further harassment, until the conduct became extreme and outrageous.

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

- Weekly reports from Ms. Alford would have disclosed whether she was or was not claiming, contemporaneously, to be victim of sexual harassment and assault.
- Weekly reports from others around Ms. Alford would have revealed whether any of her co-workers witnessed any misconduct towards her, or other workers.
- If Ms. Alford was experiencing harassment and sexual assaults, she would have had an easy, mandatory, and organized way to report the problems at the time. 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. Alford, 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.