

Sexual Harassment Prevention: Training Consultants

This list of Sexual Harassment Training Consultants has been compiled by the Permanent Commission on the Status of Women (PCSW) and the Commission on Human Rights and Opportunities (CHRO) as a public service. Individuals and organizations are invited to provide information about their services. Neither PCSW or CHRO has screened or in any way evaluated the sexual harassment prevention training provided by those listed. Neither PCSW or CHRO endorses the trainers listed or certifies the services provided as appropriate. Training consultants not listed may also be willing and qualified to provide sexual harassment prevention training.

We are pleased to provide this list in order to assist employers in complying with C.G.S. 46a-54-200-46a-54-207. This state law requires all employers with 50 or more employees to provide at least 2 hours of sexual harassment prevention response training to all current supervisors and new supervisors within 6 months of hire or promotion to a supervisory position. The state regulations, as well as a sample poster for your workplace, and Historical Statistics for Sexual Harassment Caseload, are attached as Appendices.

Updated 11/94 by Irene Rodrigues, Intern, PCSW

Pages 1 through 19 are trainers in Connecticut;

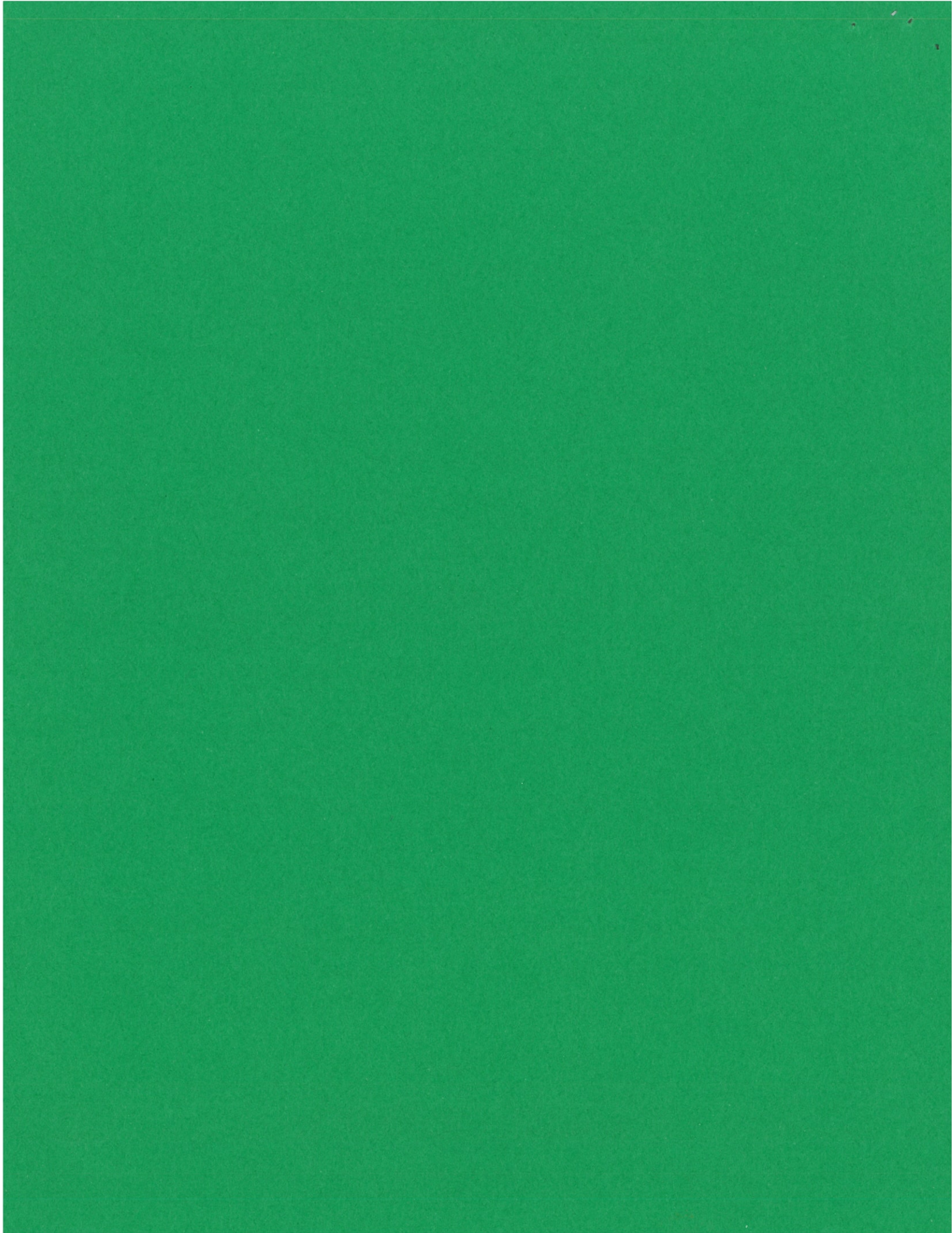
pages 20 through 23 represent New England.

If a trainer would like to be listed in our next update, please provide PCSW Public Information Officer Barbara Potopowitz, the information included in this listing.



Permanent Commission on the Status of Women
90 Washington Street ▼ Hartford, CT 06106
Phone & TDD (860) 566-5702 ▼ Fax (860) 566-6044

Commission on Human Rights and Opportunities
90 Washington Street, Hartford, CT 06106
(860) 566-7108 Fax: (860) 566-1648
TDD: (860) 566-2301



Sexual Harassment Prevention Training Consultants

■ CAPITAL REGION EDUCATION COUNCIL

Contact: Patricia Yosha
111 Charter Oak Avenue
Hartford, CT 06103
Telephone: 203-247-2732

Fax: 203-243-1041

TDD: n/a

Professional Credentials:

30 years teaching; 20 years training; 20 years gender equity consulting; 6 gender equity grants.

Academic Credentials:

M.A., University of Hartford; B.A., University of Michigan

Sexual harassment training experience received:

CT Dept. of Ed.; Permanent Commission on the Status of Women; CWEALF; National Coalition of Sex Equity Educators.

Average sexual harassment training since '92:

1500 School and Business Administrators, Teachers and Students

Years of general experience:

20 years

PT or FT Experience :

20 years FT and 4 years PT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$300

May donate training as a public service:

Yes

■ CHALLENGE

Contact: Jim Wolf
653 Flanders Road
Coventry, CT 06238
Telephone: 203-742-5253

Fax: 203-742-1853

TDD: n/a

Professional Credentials:

15 years as a trainer and consultant; extensive individual work in issues of oppression.

Academic Credentials:

Ph.D., Ed. Adm.; Post doc., Program Evaluation

Sexual harassment training experience received:

Extensive reading, knowledge of humans & systems; attendance at CWEALF's training of trainers.

Average sexual harassment training since '93:

100+ hours

Years of general experience:

15 years

PT or FT Experience:

FT

Can present training in languages other than English:

Spanish

Fee for 3 hours of training:

\$500 for 1 trainer

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women
CT Commission on Human Rights & Opportunities

203-566-5702
203-566-7108

Sexual Harassment Prevention Training Consultants

■ CHATFIELD-TAYLOR & ASSOCIATES

Contact: Marian Chatfield-Taylor
519 Taugwonk Road
Stonington, CT 06378

Telephone: 203-535-2589

Fax: 203-535-3838

TDD: n/a

Professional Credentials:

Former Education and Training Director at Battered Women's & Rape Crisis Centers in CT; service programs - 10 years teaching and training experience.

Academic Credentials:

B.A. Sarah Lawrence College; completed one year M.A. Dominican College; Seminar on Conflict Resolution Program Negotiation at Harvard University.

Sexual harassment training experience received:

Written curricula for government and private industry; training through years of experience.

Average sexual harassment training since '92

Information not available

Years of general training experience:

10 years

PT or FT Experience:

n/a

Can present training in languages other than English:

Associates can do training in Spanish.

Fee for 2 hour training session:

\$200 per hour; non-profit - \$450 half day and \$850 full day, Corporate - \$500 half a day and \$1000 full day.

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women
CT Commission on Human Rights & Opportunities

203-566-5702
203-566-7108

Sexual Harassment Prevention Training Consultants

■ CT WOMEN'S EDUCATION AND LEGAL FUND (CWEALF)

Contact: Laura Lockwood
135 Broad Street
Hartford, CT 06105-1037
Telephone: 203-247-6090

Fax: 203-249-1408

TDD: n/a

Professional Credentials:

Non-profit agency with 20+ years of leadership and training experience on sexual harassment prevention and response.

Academic Credentials:

Trainers have doctorates, law degrees or masters degrees.

Sexual harassment training experience received:

Information not available

Average sexual harassment training since '92

400+ hours

Years of general training experience:

15 years

PT or FT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

Ranges from \$400/corporate rate to \$300/ non-profit rate

May donate training as a public service:

Yes

■ DEBRA B. ZIEGLER, CONSULTANT

Contact: Debra B. Ziegler
55 Chicken Street
Wilton, CT 06897
Telephone: 203-762-1946

Fax: 203-762-8805

TDD: n/a

Professional Credentials:

15+ yrs experience in corp. training and trainer in management skills.

Academic Credentials:

M.A., Corp. Communications, Fairfield Univ.; B.A. in Ed., Univ. of Michigan

Sexual harassment training experience received:

Xerox training program; diversity training through Columbia University. Board member for Rape Crisis and Sexual Abuse Center, Stamford, CT.

Average sexual harassment training since '92

48+ hours

Years of general training experience:

15 years

PT or FT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$500 plus mileage

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women
CT Commission on Human Rights & Opportunities

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203-566-7108

Sexual Harassment Prevention Training Consultants

■ FIRST MANAGEMENT SERVICE, INC.

Contact: Katherine Smith; Polly Corman
209 Dunn Avenue
Stamford, CT 06905

Telephone: 203-329-0853

Fax: 203-968-2223

TDD: n/a

Professional Credentials:

President, Dir. of Training Services,
20+ yrs professional experience in
corp. management, consulting and
training, serving various private and
public sector organizations.

Academic Credentials:

Undergraduate degree in Finance and
an M.B.A. in Economics, SUNY-
Albany, B.S. and Ed.M. in Education,
Penn State Univ. and Temple Univ.

Sexual harassment training experience received:

Legal training compliance from EEOC,
legislative and legal compliance
training, extensive train the trainer
experience on subject matter, provide
advice and counsel to client companies.

Average sexual harassment training since '92:

10,000 hours

Years of general training experience:

20 years

PT or FT Experience:

FT

Can present training in language other than English:

No

Fee for 2 hour training session:

\$1,000 (incl. certificates, resource materials,
prereading and reference workbooks)

May donate training as a public service:

No

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Sexual Harassment Prevention Training Consultants

■ GOULD, LIVINGSTON, ADLER & PULDA

Contact: Ruth L. Pulda
606 Farmington Avenue
Hartford, CT 06105

Telephone: 203-233-9821

Fax: 203-232-7818

TDD: n/a

Professional Credentials:

Partner in law firm representing plaintiffs & unions in employment matter; legal counsel to the CT Women's Education & Legal Fund (CWEALF).

Academic Credentials:

J.D., N.Y.U.

Sexual harassment training experience received:

Represented plaintiffs in sexual harassment matters; drafted publications & booklets on sexual harassment, part of CWEALF's sexual harassment training team.

Average sexual harassment training since '92:

Information not available.

Years of general training experience:

Information not available.

FT or PT Experience:

PT

Can present training in languages other than English:

No

Fee for 2 hour training session:

Negotiable

May donate training as a public service:

Yes

Sexual Harassment Prevention Training Consultants

■ HARTFORD REGIONAL YWCA SEXUAL ASSAULT CRISIS SERVICE

Contact: Beverly Colbath; Milagros Montalvo

135 Broad Street

Hartford, CT 06106

Telephone: 203-525-1163

Fax: 203-543-8919

TDD: 203-246-1331

Professional Credentials:

B.A., Psychology, Smith College
B.A., St. Joseph's College

Academic Credentials:

CT Crisis Intervention Counselors

Sexual harassment training experience received:

13 week training course to be
intervention counselor; 6 hour training
for sexual harassment training by
CWEALF; Community Education on
Sexual Violence Issues, including sexual
harassment.

Average sexual harassment training since '92:

70 hours

Years of general training experience:

2 years

FT or PT Experience:

PT

Can present training in language other than English:

Spanish

Fee for 2 hour training session:

\$150-\$200

May donate training as a public service:

Yes

■ HR SYSTEMS

Contact: Roy D. Pritchard

39 Vista Terrace

Cheshire, CT 06410

Telephone: 203-272-1133

Fax: 203-272-8761

TDD: n/a

Professional Credentials:

Manager, affirmative action program,
Norden System, Div. UTC, 1968-1978.

Academic Credentials:

B.S., Industrial & Labor Relations,
Cornell University

Sexual harassment training experience received:

Limited to personal research.

Average sexual harassment training since '92:

8 hours

Years of general training experience:

5 years

FT or PT Experience:

PT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$295

May donate training as a public service:

No

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203-566-7108

Sexual Harassment Prevention Training Consultants

■ JACKSON, LEWIS, SCHNITZIER & KRUPMAN

Contact: Susan K. Krell

38 Prospect Street

Hartford, CT 06103

Telephone: 203-522-0404

Fax: 203-247-1330

TDD: n/a

Professional Credentials:

Employment law attorney specializing
in discrimination law

Academic Credentials:

J.D.UCONN School of Law; J.D.,
Cornell University

Sexual harassment training experience received:

Attended and given numerous seminars
on this topic

Average sexual harassment training since '92:

200+ hours

Years of general training experience:

20 years

FT or PT Experience:

FT/PT

Can present training in languages other than English:

No

Fee for 2 hour training session:

Varies

May donate training as a public service:

Yes

■ JACKSON, LEWIS, SCHNITZIER & KRUPMAN

Contact: Roger P. Gilson

One Canterbury Green, P.O. Box 251

Stamford, CT 06904-0251

Telephone: 203-961-0404

Fax: 203-324-4704

TDD: n/a

Professional Credentials:

CT & NY Bars

Academic Credentials:

J.D. cum laude, M.P.A., B.A., Syracuse
University

Sexual harassment training experience received:

Attended many programs and
workshops; have written case digests
and articles on sexual harassment for
client newsletter.

Average sexual harassment training since '92:

750+ hours

Years of general training experience:

14 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$500

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women

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Sexual Harassment Prevention Training Consultants

■ JUDITH A. BLEI CONSULTING

Contact: Judith A. Blei, Consultant

P.O. Box 799

Storrs, CT 06268

Telephone: 203-423-9613

Fax: n/a

TDD: n/a

Professional Credentials:

Consultant

Academic Credentials:

J.D., UCONN; M.S.W., Univ. of California; B.A., Univ. of California

Sexual harassment training experience received:

CWEALF train the trainers course.

Average sexual harassment training since '92:

30 hours

Years of general training experience:

3-4 years

FT or PT Experience:

FT

Can present training in language other than English:

No

Fee for 2 hour training session:

\$300

May donate training as a public service:

Yes

■ KINLOCK AND COMPANY

Contact: Charlotte M. Kinlock

44 Wright Drive

Avon, CT 06001

Telephone: 203-676-2529

Fax: 203-676-0862

TDD: n/a

Professional Credentials:

Certified as an expert witness by the State of CT Dept. of Labor; certified Sexual Harassment Specialist by the Municipal Police Training Council.

Academic Credentials:

M.S.W., B.S.

Sexual harassment training experience received:

2 yrs. as Education Director, CWEALF

Average sexual harassment training since '92:

Average of 3 workshops per week

Years of general training experience:

13 years

FT or PT Experience:

Information not available

Can present training in languages other than English:

No

Fee for 2 1/2 hour training session:

\$200-300/session for non-profit (negotiable); \$500-600/session for profit clients.

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women

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Sexual Harassment Prevention Training Consultants

■ LBS HUMAN RESOURCE CONSULTANTS

Contact: Lottie B. Scott

85 Church Street

Norwich, CT 06360

Telephone: 203-889-7014

Fax: n/a

TDD: n/a

Professional Credentials:

Formerly Eastern Region Manager for
CT Commission on Human Rights &
Opportunities

Academic Credentials:

B.S., Human Resources Management,
UCONN

Sexual harassment training experience received:

Regular training on sexual harassment
issues for 20 years at CT Commission on
Human Rights & Opportunities.
CWEALF's Sexual Harassment
Training Session.

Average sexual harassment training since '92:

90 hours

Years of general training experience:

12 years

FT or PT Experience:

FT

Can present training in language other than English:

No

Fee for 2 hour training session:

\$300

May donate training as a public service:

Yes

Sexual Harassment Prevention Training Consultants

■ LOVEJOY, HEFFERAN, RIMER & CUENEO, P.C.

Contact: Attorney Katherine Blakeslee
80 Old Ridgefield Road
Wilton, CT 06897

Telephone: 203-762-2451

Fax: 203-762-5537

TDD: n/a

Professional Credentials:

Practicing law since 1988

Academic Credentials:

J.D. w/honors for clinical work, Univ.
of Bridgeport School of Law; B.A.
w/honors, Wellesley College.

Sexual harassment training experience received:

CT Women's Education & Legal Fund's
(CWEALF) training session

Average sexual harassment training since '92:

2+ hours

Years of general training experience:

2 years

FT or PT Experience:

Information not available

Can present training in language other than English:

No

Fee for 2 hour training session:

\$280

May donate training as a public service:

No

Sexual Harassment Prevention Training Consultants

■ MAYO, GILLIGAN & ZITO

Contact: Glenn Powell
100 Great Meadow Road
Wethersfield, CT 06109-2396
Telephone: 203-721-7725

Fax: 203-529-0493

TDD: n/a

Professional Credentials:

16 years legal experience in corp. and private practice, with 14 years in the employment law area. Most recently joined Mayo, Gilligan & Zito, heading employment and labor practice group.

Academic Credentials:

J.D., Cornell Univ. Law School, 1978;
B.A. (magna cum laude), Hofstra Univ.,
Mathematics, Economics, 1975.

Sexual harassment training experience received:

Information not available

Average sexual harassment training since '92:

All levels of management with various corp. environments - insurance, health care, software, development, marketing, general management. Have prepared Train the Trainer programs.

Years of general training experience:

12

FT or PT Experience:

Information not available

Can present training in language other than English:

Information not available

Fee for 2 hour training session:

Negotiable

May donate training as a public service:

Information not available

Sexual Harassment Prevention Training Consultants

■ OLIVER & ASSOCIATES

Contact: Joan Oliver

68 Stanton Lane

Stamford, CT 06902

Telephone: 203-961-1203

Fax: 203-961-1203

TDD: n/a

Professional Credentials:

Member, Employment Managers Associations; Society for Human Resource Management; American Society for Training & Development; and the International Assoc. of Career Mgmt. Professionals

Academic Credentials:

Business Management, Point Park College; graduate, Professional Image Institute.

Sexual harassment training experience received:

Xerox, attended and conducted numerous seminars.

Average sexual harassment training since '92:

40+ hours

Years of general training experience:

18 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$500

May donate training as a public service:

No

■ SUSAN B. ANTHONY PROJECT, INC.

Contact: Claudette Baril; Theresa Marks

P.O. Box 846

Torrington, CT 06760

Telephone: 203-489-3798

Fax: 203-482-6268

TDD: n/a

Professional Credentials:

10 years experience running a woman's center.

Academic Credentials:

M.S.

Sexual harassment training experience received:

CT Sexual Assault Crisis Service training

Average sexual harassment training since '92:

Information not available

Years of general training experience:

5 years

FT or PT Experience:

PT

Can present training in language other than English:

No

Fee for 2 hour session:

\$75/hour including planning time

May donate training as a public service:

No

CT Permanent Commission on the Status of Women

203-566-5702

CT Commission on Human Rights & Opportunities

203-566-7108

Sexual Harassment Prevention Training Consultants

■ TEAM WORKS NEW ENGLAND!

Contact: Glenda Sohl, Partner
455 Boston Post Road, Suite 207
Old Saybrook, CT 06475

Telephone: 800-606-TEAM or 203-395-1227 Fax: 203-395-1104 TDD: n/a

Professional Credentials:

Course taught by 2 people-male and female. Several people in firm are available. Middle management experience, some are Human Resource professionals. Backgrounds include Fortune 100 corporations, mid-size companies and not-for-profit agencies. Wide experience in seminar presentation. Three members have had EEO responsibilities.

Academic Credentials:

Credentials include B.A. in Human Development and Family Relations, MBA, MS in Organization and Management and other academic degree.

Sexual harassment training experience received:

Antioch New England Graduate School: Men and Women in the Workplace. Various corporate diversity and sexual harassment training courses. Literature research. Advised by attorney for course development.

Average sexual harassment training since '92:

Information not available

Years of general training experience:

Varies

FT or PT Experience:

Both

Can present training in language other than English:

No

Fee for 2 hour training session:

\$300

May donate training as a public service:

Yes

Sexual Harassment Prevention Training Consultants

■ THE CENTER FOR WORK AND FAMILY

Contact: Leila M. Shepard

11 Granite Street

New London, CT 06320

Telephone: 203-442-4319

Fax: 203-437-2334

TDD: n/a

Professional Credentials:

Certified employee assistance professional; certified family life educator; 10 years college teaching experience; 15 years experience as counselor and trainer.

Academic Credentials:

M.Ed., Counseling; C.A.G.S., Marriage and Family Counseling

Sexual harassment training experience received:

Through the Employee Assistance Professional Assoc., the Women's Center of Southeastern CT and the Eastern CT Personnel Assoc.

Average sexual harassment training since '92:

30+ hours

Years of general training experience:

25 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$400

May donate training as a public service:

No

CT Permanent Commission on the Status of Women

203-566-5702

CT Commission on Human Rights & Opportunities

203-566-7108

Sexual Harassment Prevention Training Consultants

■ THE CONSULTATION CENTER

Contact: Diane Puterski; Ay Ling Han
389 Whitney Avenue
New Haven, CT 06511

Telephone: 203-789-7645

Fax: 203-562-6355

TDD: n/a

Professional Credentials:

Extensive experience in management and supervisory training with social services, health care organizations, business and industry. Extensive experience in organizational consultation and training of professional groups.

Academic Credentials:

M.S., Education and Counseling

Sexual harassment training experience received:

Materials developed through research, literature review, and consultation with trainers, Yale Univ. training.

Average sexual harassment training since '92:

12+ hours

Years of general training experience:

12 years

FT or PT Experience:

FT

Can present training in language other than English:

No

Fee for 2 hour training session:

\$90 nonprofit clients: \$125 profit clients

May donate training as a public service:

Information not available

Sexual Harassment Prevention Training Consultants

■ THE WOMEN'S CENTER OF GREATER DANBURY, INC.

Contact: Robin Rodan or Elizabeth Corwin

2 West Street

Danbury, CT 06810

Telephone: 203-731-5200

Fax: 203-731-5207

TDD: n/a

Professional Credentials:

Program Mgr. of Womens Resource Services and Community Educator, Prof. Trainer and Out Reach Cordntr. for the Women's Center since 1993.

Academic Credentials:

B.A. in Community/Prevention Psych., College of William and Mary

Sexual harassment training experience received:

Westchester County Office for Women - sexual harassment in the work place; ConnSACS, Women's Center of Greater Danbury, CWEALF training manual,

Average sexual harassment training since '92:

90+ hours

Years of general training experience:

Information not available

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$75 per person, \$500 group of 10-30

May donate training as a public service:

Yes

■ THE WOMEN'S CENTER OF SOUTHEASTERN CT

Contact: Ann Brown

16 Jay Street, P.O. Box Box 520

New London, CT 06320

Telephone: 203-447-0366

Fax: 203-440-3327

TDD: n/a

Professional Credentials:

Director, community education & outreach at women's center

Academic Credentials:

M.S.W., UConn; B.A. Conn. College

Sexual harassment training experience received:

On the job; five years of seminars, workshops on sexual violence issues, including sexual harassment.

Average sexual harassment training since '92:

40+ hours

Years of general experience:

3 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 3 hour training session:

\$200/hour

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women

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CT Commission on Human Rights & Opportunities

203-566-7108

Sexual Harassment Prevention Training Consultants

■ UNIVERSITY OF CONNECTICUT WOMEN'S CENTER

Contact: Myra Hindus, Director

U-118/UCONN

Storrs, CT 06269

Telephone: 203-486-4738

Fax: 203-486-1104

TDD: n/a

Professional Credentials:

15 years of professional experience in women's issues, 14 years professional experience in sexual harassment training; working in university settings; consulting with workplace, agencies and unions.

Academic Credentials:

M.S.W., UCONN; B.A. Brandes Univ.

Sexual harassment training experience received:

14 years experience in sexual harassment training/program dev.; have attended numerous conferences, workshops, and professional dev. sessions during this time.

Average sexual harassment training since '92:

40+ hours

Years of general training experience:

14 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$100/hour

May donate training as a public service:

Yes

Sexual Harassment Prevention Training Consultants

■ WAKE SEE DIMES & BRYNICZKA

Contact: Douglas E. LoMonte, Esq.
27 Imperial Avenue
Westport, CT 06880

Telephone: 203-227-9545

Fax: 203-226-1641

TDD: n/a

Professional Credentials:

Attorney at law, admitted to practice
before state and federal courts; member
Westport, CT & American Bar Assoc.

Academic Credentials:

J.D., UCONN School of Law; B.A.,
History, Trinity College

Sexual harassment training experience received:

Sexual harassment supervisor training
seminar sponsored by CWEALF

Average sexual harassment training since '92:

6 hours

Years of general training experience:

None

FT or PT Experience:

Information not available

Can present training in languages other than English:

Italian

Fee for 2 hour training session:

\$400

May donate training as a public service:

Yes

Sexual Harassment Prevention Training Consultants

■ YWCA OF GREATER NEW HAVEN RAPE CRISIS SERVICES

Contact: Marianne Kelly, Director

48 Howe Street

New Haven, CT 06511

Telephone: 203-789-1425

Fax: 203-865-4544

TDD: n/a

Professional Credentials:

Curriculum development & presentations to police (MPTC certified), teachers, medical professionals, and community organizations. Provided training for CT League of Union Women; Stone School of Business; nursing staff at veterans hospital; Town of Clinton; Price Club, North Haven; New Haven Terminal.

Academic Credentials:

MPH candidate, Southern CT State Univ.; B.A., Human Services Administration, UCONN

Sexual harassment training experience received:

In-service training through the YWCA the Rape Crisis Service

Average sexual harassment training since '92:

100+ hours

Years of general training experience:

14 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 training session:

min. \$100 (depending on class size)

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women
CT Commission on Human Rights & Opportunities

203-566-5702
203-566-7108

Sexual Harassment Prevention Training Consultants

■ ALLEN, LOONEY AND ASSOCIATES

Contact: Kathleen Allen
33 Wellington Lane
Belmont, MA 02178

Telephone: 617-484-0438

Fax: 617-484-8859

TDD: n/a

Professional Credentials:

Allen: Former MCAD Commissioner,
Harvard Law School.
Looney: Former EEOC New England
Director.

Academic Credentials:

Allen: B.A., J.D. Looney: B.A.

Sexual harassment training experience received:

Combined: hundreds of hours of in-house agency training; have designed and delivered training, including all agency counsels of MA state govt.

Average sexual harassment training since '92:

150+ hours

Years of general experience:

20+ years

FT or PT Experience:

PT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$1000

May donate training as a public service:

No

■ BAY STATE ADVISORS, INC.

Contact: Michael M. Sabin, President
12 West Central Street
Natick, MA 01760

Telephone: 508-650-9285

Fax: 508-650-9287

TDD: n/a

Professional Credentials:

Employment law & supervisor training for 500+ companies, including sexual harassment seminars.

Academic Credentials:

Staff holds degrees in various disciplines.

Sexual harassment training experience received:

Society for Human Resources Mgmt.

Average sexual harassment training since '92:

30+ hours

Years of general training experience:

20+ years

FT or PT Experience:

PT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$250

May donate training as a public service:

Yes

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CT Commission on Human Rights & Opportunities

203-566-5702
203-566-7108

Sexual Harassment Prevention Training Consultants

■ BUCCINI ASSOCIATES, INC.

Contact: Linda A. Egbert, Managing Director

57 Wheeler Avenue, Suite 211

Pleasantville, NY 10570

Telephone: 914-769-3738

Fax: 914-769-3568

TDD: n/a

Professional Credentials:

20+ years in organization and human development with variety of clients, specialization in not-for-profit and the health field.

Academic Credentials:

Staff holds degrees; Ph.D. to B.A.

Sexual harassment training experience received:

Legal seminars and various educational forums, workshops, and programs

Average sexual harassment training since '92:

30+ hours

Years of general training experience:

10 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$350

May donate training as a public service:

Yes

■ CENTER FOR TRAINING & DEVELOPMENT

Contact: Joan Rubinstein

15 Garden Ridge

Chappaqua, NY 10514

Telephone: 914-238-9210

Fax: 914-273-3335

TDD: n/a

Professional Credentials:

Member, American Society of Training & Dev.; course leader for American Management Assoc., NYNEX, etc.; faculty member, Northeastern Univ.

Academic Credentials:

M.S., Boston Univ.; B.S., Bever College

Sexual harassment training experience received:

Course with American Management Association; researched, wrote and delivered program with member of employment law firm Clifton, Budd & DeMaria.

Average sexual harassment training since '92:

250+ hours

Years of general training experience:

10 years

PT or FT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour training session:

\$300

May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women

203-566-5702

CT Commission on Human Rights & Opportunities

203-566-7108

Sexual Harassment Prevention Training Consultants

■ J.B. GELLER CONSULTING, INC.

Contact: Judy Feller
9 Piasta Road

Dudley, MA 01571

Telephone: 508-943-4122

Fax: 508-943-4122

TDD: n/a

Professional Credentials:

14 years of human resources experience;
6 years of consulting/training in the
following industries: retail, state
government, manufacturing, financial
services, social services, healthcare,
software development, communication,
etc.; Author of A Managers Guide to
Human Behavior, Making Diversity
Work, and How to Comply with the
Americans with Disabilities Act.

Academic Credentials:

M.B.A., Human Resources; B.S. Social
Work

Sexual harassment training experience received:

Read in detail CT and fed. laws &
regs; Workshops by national labor law
firms; newsletters by same law firms;
books and articles; "on the job"
experiences as a human resources
manager.

Average sexual harassment training since '92:

80+ hours

Years of general training experience:

6 years

FT or PT Experience:

FT

Can present training in languages other than English:

No

Fee for 2 hour Training session:

Varies

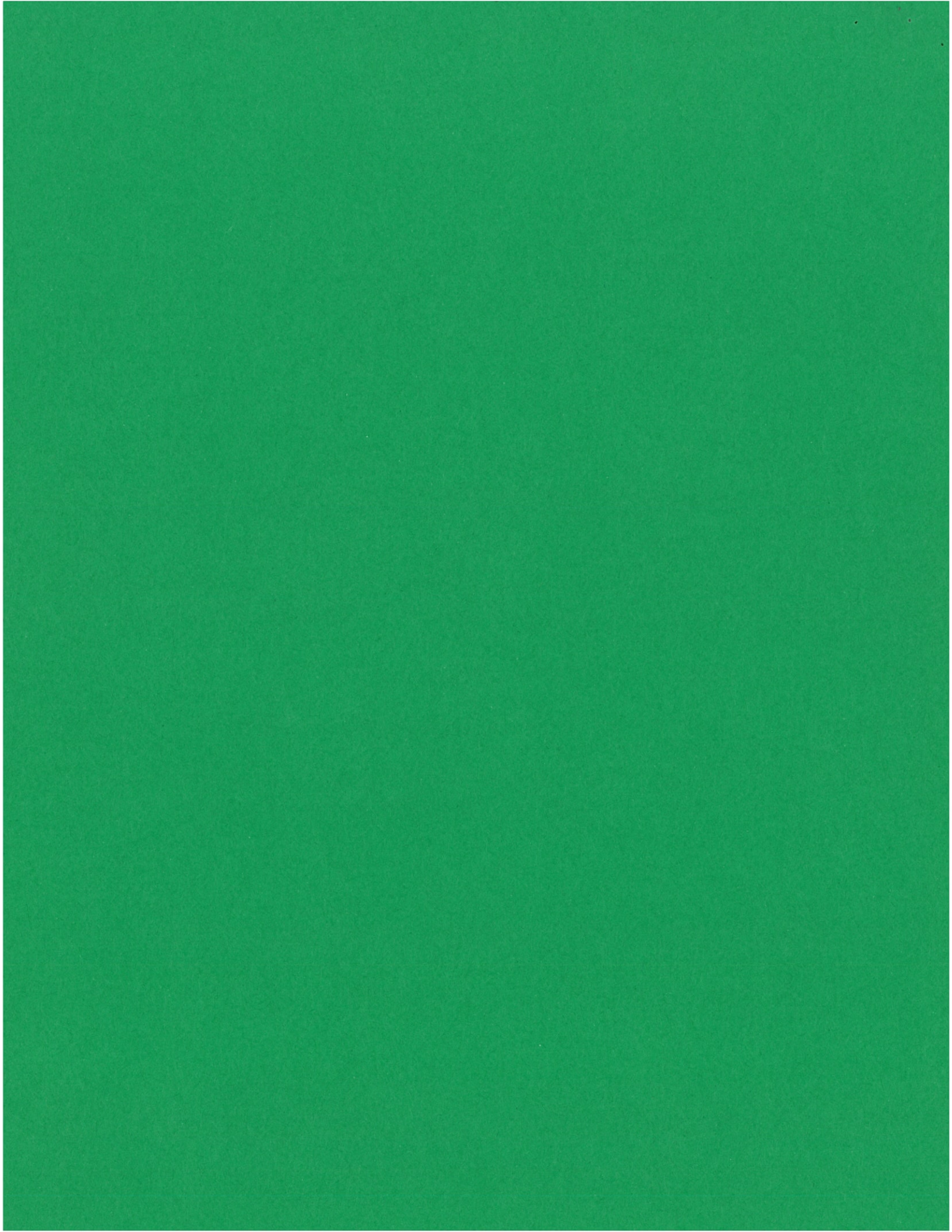
May donate training as a public service:

Yes

CT Permanent Commission on the Status of Women
CT Commission on Human Rights & Opportunities

203-566-5702
203-566-7108

Appendices



Regulations for Sexual Harassment Posting & Training Requirements

**Regulations of Connecticut State Agencies
Sections 46a-54-200 — 46a-54-207
*Effective February 24, 1993***



**Connecticut Commission on
Human Rights & Opportunities**

**90 Washington Street, Hartford, CT 06106
203/ 566-3350**

Sexual Harassment Posting And Training Requirements

Section 46a-54-200. DEFINITIONS

For purposes of sections 46a-54-200 through 46a-54-207, inclusive:

(a) "Sexual Harassment" means any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, 2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or 3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

(b) "Employer" includes the state and all political subdivisions thereof, including the General Assembly, and means any person or employer with three or more persons in his employ.

(c) "Employer Having Fifty or More Employees" means the state and all political subdivisions thereof, including the General Assembly, and means any person or employer who has a total of fifty or more persons, including supervisory and managerial employees and partners, in his employ for a minimum of thirteen weeks during the previous training year.

(d) "Employee" means any person employed by an employer, but shall not include any individual employed by his parents, spouse or child, or in the domestic service of any person.

(e) "Supervisory Employee" means any individual who has the authority, by using her or his independent judgment, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or to adjust their grievances or effectively to recommend such actions.

(f) "Commission" means the Commission on Human Rights and Opportunities created by section 46a-52 of the Connecticut General Statutes.

(g) "Training year" means the period of time from October first in any calendar year through September thirtieth in the following calendar year.

Section 46a-54-201. POSTING REQUIREMENT FOR EMPLOYERS HAVING THREE OR MORE EMPLOYEES

(a) Employers with three or more employees must post notices to employees concerning the illegality of sexual harassment and remedies available to victims of sexual harassment.

(b) Such information shall include, but is not limited to:

(1) The statutory definition of sexual harassment and examples of different types of sexual harassment;

(2) Notice that sexual harassment is prohibited by the State of Connecticut's Discriminatory Employment Practices Law, subdivision (8) of subsection (a) of section 46a-60 of the Connecticut General Statutes;

(3) Notice that sexual harassment is prohibited by Title VII of the 1964 Civil Rights Act, as amended, 42 United States Code section 2000e et. seq.; and

(4) The remedies available, including but not limited to:

(A) Cease and desist orders,

(B) Back pay,

(C) Compensatory damages, and

(D) Hiring, promotion or reinstatement;

(5) Language to the effect that persons who commit sexual harassment may be subject to civil or criminal penalties;

(6) The address and telephone number of the Connecticut Commission on Human Rights and Opportunities; and

(7) A statement that Connecticut law requires that a formal written complaint be filed with the Commission within one hundred and eighty days of the date when the alleged sexual harassment occurred; and

(8) Any and all notices so posted will have the heading, "**SEXUAL HARASSMENT IS ILLEGAL,**" in large bold-faced type.

(c) The Commission strongly recommends, but does not require, that the poster include:

(1) A statement concerning the employer's policies and procedures regarding sexual harassment and a statement concerning the disciplinary action that may be taken if sexual harassment has been committed; and

(2) A contact person at the place of employment to whom one can report complaints of sexual harassment or direct questions or concerns regarding sexual harassment;

- (d) A model poster is appended to these regulations.

Section 46a-54-202. WHERE TO POST

Employers must place, and keep posted, notices in prominent and accessible locations upon its premises where notices to employees are customarily posted. Notices must be posted at each employer facility in such a manner that all employees and applicants at that facility will have the opportunity to see the notices on a regular basis.

Section 46a-54-203. WHEN TO POST

(a) All employers with three or more employees shall post notices as soon as practicable after the effective date of these regulations, but no later than forty-five (45) days after the effective date of these regulations.

(b) An employer shall promptly replace notices that are removed, destroyed or defaced.

Section 46a-54-204. POSTING AND TRAINING REQUIREMENTS FOR EMPLOYERS HAVING FIFTY OR MORE EMPLOYEES

(a) An employer having fifty (50) or more employees shall comply with the posting requirements set forth in sections 46a-54-200 through 46a-54-207, inclusive.

(b) An employer having fifty (50) or more employees must also provide two hours of training and education to all supervisory employees of employees in the State of Connecticut no later than October 1, 1993 and to all new supervisory employees of employees in the State of Connecticut within six months of their assumption of a supervisory position. Nothing in these regulations shall prohibit an employer from providing more than two hours of training and education.

(c) Such training and education shall be conducted in a classroom - like setting, using clear and understandable language and in a format that allows participants to ask questions and receive answers. Audio, video and other teaching aides may be utilized to increase comprehension or to otherwise enhance the training process.

(1) The content of the training shall include the following:

(A) Describing the federal and state statutory provisions prohibiting sexual harassment in the work place with which the employer is required to comply, including, but not limited to, the Connecticut discriminatory employment practices statute (section 46a-60 of the Connecticut General Statutes) and Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C. section 2000e, and following sections);

(B) Defining sexual harassment as explicitly set forth in subdivision (8) of subsection (a) of section 46a-60 of the Connecticut General Statutes and as distinguished from other forms of illegal harassment prohibited by subsection (a) of section 46a-60 of the Connecticut General Statutes and section 3 of Public Act 91-58;

(C) Discussing the types of conduct that may constitute sexual harassment under the law, including the fact that the harasser or the victim of harassment may be either a man or a woman and that harassment can occur involving persons of the same or opposite sex;

(D) Describing the remedies available in sexual harassment cases, including, but not limited to, cease and desist orders; hiring, promotion or reinstatement; compensatory damages and back pay;

(E) Advising employees that individuals who commit acts of sexual harassment may be subject to both civil and criminal penalties; and

(F) Discussing strategies to prevent sexual harassment in the work place.

(2) While not exclusive, the training may also include, but is not limited to, the following elements:

(A) Informing training participants that all complaints of sexual harassment must be taken seriously, and that once a complaint is made, supervisory employees should report it immediately to officials designated by the employer, and that the contents of the complaint are personal and confidential and are not to be disclosed except to those persons with a need to know;

(B) Conducting experiential exercises such as role playing, coed group discussions and behavior modeling to facilitate understanding of what constitutes sexual harassment and how to prevent it;

(C) Teaching the importance of interpersonal skills such as listening and bringing participants to understand what a person who is sexually harassed may be experiencing;

(D) Advising employees of the importance of preventive strategies to avoid the negative effects sexual harassment has upon both the victim and the overall productivity of the work place due to interpersonal conflicts, poor performance, absenteeism, turnover and grievances;

(E) Explaining the benefits of learning about and eliminating sexual harassment, which include a more positive work environment with greater productivity and potentially lower exposure to liability, in that employers--and supervisors personally--have been held liable when it is shown that they knew or should have known of the harassment;

(F) Explaining the employer's policy against sexual harassment, including a description of the procedures available for reporting instances of sexual harassment and the types of disciplinary actions which can and will be taken against persons who have been found to have engaged in sexual harassment; and

(G) Discussing the perceptual and communication differences among all persons and, in this context, the concepts of "reasonable woman" and "reasonable man" developed in federal sexual harassment cases.

(d) While not required by these regulations, the Commission encourages an employer having fifty (50) or more employees to provide an update of legal interpretations and related developments concerning sexual harassment to supervisory personnel once every three (3) years.

Section 46a-54-205. EFFECT OF PRIOR TRAINING

An employer is not required to train supervisory personnel who have received training after October 1, 1991 that:

(1) substantially complies with the required content of the training set forth in subsection (c)(1) of section 46a-54-204; and

(2) was provided in a classroom setting and lasted at least two hours.

Section 46a-54-206. TRAINERS

An employer required to provide training by these regulations may utilize individuals employed by the employer or other persons who agree to provide the required training, with or without reimbursement.

Section 46a-54-207. RECORDKEEPING

(a) The Commission encourages each employer required to conduct training pursuant to Public Act 92-85 to maintain records concerning all training provided.

(b) Such records may include, but are not limited to:

(1) documents sufficient to show the content of the training given, such as the curriculum;

(2) the names, addresses and qualifications of the personnel conducting the training;

(3) the names and titles of the personnel trained and the date or dates that each individual was trained;

(c) The Commission encourages employers to maintain any such records for a minimum of one year, or if a discriminatory practice complaint is filed involving personnel trained, until such time as such complaint is finally resolved.

Sexual Harassment Is Illegal

And Is Prohibited By The Connecticut Discriminatory Employment Practices Act (Section 46a-60(A)(8) Of The Connecticut General Statutes) And Title VII Of The Civil Rights Act Of 1964 (42 United States Code Section 2000e Et. Seq.)

Sexual Harassment means "any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Examples of Sexual Harassment include: unwelcome sexual advances, suggestive or lewd remarks, unwanted hugs, touches, kisses: requests for sexual favors, retaliation for complaining about sexual harassment; derogatory or pornographic posters, cartoons or drawings.

Remedies for Sexual Harassment may include: cease and desist orders, back pay, compensatory damages, hiring, promotion or reinstatement. Individuals who engage in acts of sexual harassment may also be subject to civil and criminal penalties.

If you feel that you have been discriminated against, contact:

The Connecticut Commission On Human Rights And Opportunities, 90 Washington Street, Hartford, Connecticut 06106. (Telephone Number 566-3350; TDD Number 566-2301). Connecticut law requires that a formal written complaint be filed with the commission within 180 days of the date when the alleged harassment occurred.

OPTIONAL

Contact *(Employer's Representative)* if you have questions or concerns or believe that you or others are being sexually harassed.

Name _____ Telephone Number _____
Unit _____

If you need additional information contact:

The Permanent Commission On The Status Of Women

90 Washington Street ▼ Hartford, Connecticut 06106 ▼ Telephone & TDD Number 566-5702

Historical Statistics for Sexual Harassment Caseload

The Commission on Human Rights and Opportunities receives numerous requests for historical statistics on the Commission's sexual harassment caseload. Because the complaints are now tracked by "cases" rather than "allegations" in the agency's reports, there have been gaps in the comparative data from previous years. The following data describes the sexual harassment case-load in Connecticut in terms of "cases" filed each year for the previous four fiscal years (July 1 - June 30) plus the year-to-date for this fiscal year.

Sexual Harassment Cases

Filed with the Connecticut Commission on Human Rights & Opportunities

| | Employment Cases Filed with the Connecticut Commission | Sexual Harassment Cases Filed | % of Employment Cases Filed Alleging Sexual Harassment | Sexual Harassment Cases Filed by Men | % of Sexual Harassment Cases Filed by Men |
|------------------------|--|-------------------------------|--|--------------------------------------|---|
| FY 94-95 (YTD 9/30/94* | 536* | 63* | 12%* | 8* | 13%* |
| FY 93-94 | 2404 | 236 | 10% | 17 | 7% |
| FY 92-93 | 2035 | 172 | 8% | 12 | 7% |
| FY 91-92** | 1888 | 130 | 7% | 10 | 8% |
| FY 90-91 | 1435 | 65 | 5% | 1 | 2% |

*Year to Date: 7/1/94 to 9/30/94

**Confirmation hearings for Supreme Court Justice Clarence Thomas were held at the end of October, 1991. Persons who feel they have suffered discrimination covered by state law have 180 days (approximately six months) from the time they become aware of the discrimination in which to file charges.



Notes

