



reporter

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LOS ANGELES PARALEGAL ASSOCIATION'S
22ND ANNUAL SPRING CAREER CONFERENCE

GROW YOUR CAREER

SATURDAY
MAY 5, 2018
8:30 A.M. - 12:30 P.M.

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LAPA MCLE SEMINAR REVIEW



LAPA's Successful #MeToo Seminar

by Terri Walters – Litigation Paralegal and LAPA Board Member

On April 11, 2018, the Los Angeles Paralegal Association once again coordinated a “hot topic” MCLE that was “well attended and well received” at the National University campus in Woodland Hills. The event was sponsored by Aptus Court Reporters (www.aptusCR.com). Presented by Katherine A. Hren, Esq., Partner at Ballard Rosenberg Golper & Savitt, the room full of attendees were enlightened, informed and entertained by Katherine’s colorful presentation which navigated through the complex world of sex harassment, bullying in the workplace and “me too” issues.

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PRESIDENT'S MESSAGE



April Showers Bring May Flowers

by Terry L. Wright, ACP – LAPA President

From every bud grows a beautiful blossom. As LAPA continues its commitment to strengthen, develop, and advance the paralegal profession, the Association is dedicated to helping students grow into polished paralegals. Along this journey, budding paralegals will blossom through events such as LAPA’s first Pop-Up April MCLE; May’s “Grow Your Own Career” with LAPA’s annual Spring Career Conference, this year, in collaboration with the California State University, Los Angeles; and the presentation of “A Season for Change” at its annual October Conference.

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Katherine began the presentation with a simple open ended question... What's going on out there? Attentive and continually engaging in discussion, the attendees observed Katherine's detailed presentation full of recent trends and examples of how to implement concepts and practical solutions in today's society which has increasingly become a sexualized world where lines are blurred between work and friendship, social media and other electronic communications has replaced many day to day interactions and certain behavior is just "not acceptable" anymore.

"Sexual harassment is never pretty and one should stop it, before it gets ugly" proclaimed Katherine. She explained how our language has evolved over time and then illustrated the differences between the communication methods of baby boomers ("No" means... "I really want you to try a little harder", Generation X'ers ("No means No!") and Millennials ("yeah, no = no"). Discussing the new legal accountability of perpetrators, bystanders and facilitators Katherine explained how the attendees could implement practical solutions in the workplace.

Eager to participate in the presentation there were a few interjections by the attendees who wished to discuss the diversity and sensitivity of the #meToo movement. Recognizing unconscious bias, understanding the rights of all employees and third parties and understanding diversity is a "key component" to incorporating the concepts presented during the MCLE in the workplace. "One must learn how to recognize harassment and other inappropriate behavior and also identify when certain behavior crosses the line."

Katherine Hren summarized the issues of retaliation; protected categories in California; what kinds of behaviors could be considered harassing; verbal and non-verbal harassment; and the need for everyone to keep in mind that "If you see something, say something." She also discussed how the changing workforce demographics are creating new expectations and a "gender tax" amongst women. Slut shaming, man-splaining, man spreading, unwanted touching or close contact, unwanted comments about dress, looks, dating habits or personal matters and gender stereotyping are "hot topics" and areas of concern in today's workplace, which has been brought to the forefront by the cases being litigated both on social media in the courts today.

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About the Presenter: Katherine Hren regularly provides advice and counsel to employers in all matters which bear upon the employment relationship. Her work includes advice on employment law strategy and compliance, traditional labor relations matters (union organizing, strikes/picketing, collective bargaining, grievance handling and arbitration), claims for employment discrimination, sexual and other workplace harassment, wrongful termination, and whistleblower complaints. Katherine also assists employers in developing management oriented employment agreements, personnel policies, separation agreements, trade secret and proprietary information agreements, sexual and other workplace harassment policies, and routine employment forms (employment applications, formal evaluations, employee handbooks, FMLA/CFRA compliance forms).

Katherine is a frequent public speaker. As part of the BRGS firm's preventative philosophy, she designs and presents customized internal management training programs on a broad range of employment law matters. She routinely conducts sexual harassment training programs and other seminars designed to provide management tools on a variety of employment law matters. She also lectures for bar associations, trade organizations, and management groups, and is a regular author and editor of the BRGS firm's e-bulletin *Compliance Matters*. [📄](#)

