

# LGBTQ - Corporate Equality & Harassment Prevention Training Program

**Diversity & Inclusion** in the workplace is a rapidly evolving area. LGBTQ rights and protections are fueling many of these changes, and these hard-won LGBTQ protections continue even during this time of COVID-19. Heightened awareness and sensitivity is also fueled by new state specific compliance regulations and mandates. How companies respond and adapt to these heightened demands, and in responding to COVID-19, will impact everything from employee engagement to brand reputation.

To help employers respond to this ever-evolving challenge, we offer a turn-key, highly customizable LGBTQ Corporate Equality & Harassment Prevention Training Program.

The goal is to provide a straightforward solution which:

- ◆ Supports proactive efforts to foster and integrate an inclusive workplace including LGBTQ awareness and best practices.
- ◆ Facilitates compliance with both national and ever-increasing state specific regulatory compliance requirements.
- ◆ Integrates the needs of LGBTQ employees in formulating workplace policies and protections in response to the challenges of COVID-19.

## Embracing Inclusion

### What Makes This Training Unique:

Addresses and complies with national and state regulatory policy requirements:

- ◆ Meets the specific requirements of new state laws which require companies to provide all supervisors with harassment training that includes LGBT-specific examples
- ◆ Complies with the myriad of state specific LGBTQ protections and requirements
- ◆ Can be tailored to company-specific discrimination policies

### Can have a positive impact on your financial bottom line:

- ◆ Updated with COVID-19 requirements and regulations for employers and the impact on the rights, needs and protections of LGBTQ employees
- ◆ Viewed as a proactive and favorable deterrent by insurance carriers
- ◆ Helps mitigate legal exposure and risk

### Customizable to meet your specific needs:

- ◆ Tailored for attendees – can be customized for any/all employee categories, including supervisors, managers and executives
- ◆ Length and format flexibility
  - ◆ from 60-90 minutes
  - ◆ delivered via webinar
  - ◆ hosted as a single session or as multiple daily sessions

### Complies with the Human Rights Campaign's Corporate Equality Index (CEI):

- ◆ Satisfies the LGBTQ anti-harassment training requirement
- ◆ Supports achievement of 100% score on CEI

# Meet Our Team



Aimee Delaney

Aimee counsels employers on all aspects of the employment relationship, working with human resources professionals, management and in-house counsel on matters ranging from hiring to termination. She develops and provides customized training for managers and employees involving anti-harassment and anti-discrimination topics to help minimize potential employment liability and ensure compliance with state and federal laws governing the workplace. Aimee is the former leader of Hinshaw's Labor & Employment Practice Group.



Connie Montoya

Connie serves as a member of Hinshaw's Diversity Committee, its LGBTQ Affinity Group, and is a board member for Lambda Legal and a former board member for the LGBT Bar Association of Greater New York. She is widely recognized for developing successful strategies that resolve litigation disputes involving employment law. Her clients also benefit from her risk management programs and counseling on all aspects of regulations affecting employers.



Vincent Rizzo

Vincent represents entities and employees in litigation matters, including the defense of claims arising under Title VII and Section 1983. In addition to being an active member of the firm's LGBTQ Affinity Network, he serves as the co-president of the Cook County Bar Association's LGBTQ section and is secretary of the executive board of the Lesbian and Gay Bar Association of Chicago, one of the largest and most well-respected LGBT bar organizations in the country.



Mellissa Schafer

Mellissa defends employers facing a wide-range of employment disputes, including discrimination, harassment, retaliation, wrongful termination and wage and hour violations. She also counsels employers about their employment policies and risk management decisions. She has extensive experience working with clients with national operations to resolve their labor and employment issues in industries such as retail, insurance, home health care, hotels and hospitality, and human resource companies. Mellissa leads Hinshaw's Labor & Employment Practice Group.

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**Let us help you navigate and support  
your inclusive workplace**

To learn more, contact:

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