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## **CELEBRATING OUR 25TH ANNIVERSARY**

### **Judge Stephanie Klein (Ret.) Recognized**

At the annual President's dinner of the Delaware County Bar Association on January 5, 2018, **Judge Stephanie Klein** received a special recognition award from the outgoing President Rob DeLong for her work with the Women in the Law Committee.



### **A Modest Proposal to Mitigate Sexual Harassment and Misconduct in the Workplace**



*Hon. Stephanie H. Klein  
(Ret.)*

Social and news media bombard us daily with accounts of sexual harassment and misconduct by captains of industry, the arts and politics. The accounts and identities of these formerly admired men continue to shock the public with no end in sight. The cast of the now disgraced includes U.S. representatives and senators, broadcasters, actors and others who comprise the elite corporate, government and artistic worlds. Now begins the task to tell the stories of women and men coping with sexual harassment and misconduct who make up the rest of our workforce. The extent to which this behavior poisons the workplace for the workers who cannot afford to complain for fear of job loss and economic catastrophe is unknown. We struggle toward the future to discern a solution to this pernicious climate that pervades the workplace, toppled kings and affects so many employees.

Harassment can exact a severe psychological and physiological toll on the affected employee, resulting in absenteeism and lost productivity. Others choose to leave their jobs or even change careers. Human

resources personnel spend hours interviewing and deposing management witnesses as well as mediating and litigating claims. Notwithstanding the confidential nature of these claims, word often gets out, creating a fractious work atmosphere. [READ MORE](#)

**To schedule a mediation or arbitration with [Judge Klein](#) or any of our [neutrals](#), please email [mcarney@adoptions.com](mailto:mcarney@adoptions.com) or click below:**

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