

# Visec Case Study

## Preventing Sexual Harassment



**Who:** J&R Consultants

**Challenges Faced:** Help Create an environment to prevent Sexual Harassment.

**Visec Solution:** Strategically implemented cameras throughout the building, in hot spot areas.

**Summary:** Bob Johnson adopted a new educational outreach programs on sexual harassment. Johnson’s goal was to be able to prevent sexual harassment cases from occurring entirely at his firm.

However, if a sexual harassment issue did arise, Johnson wanted to have a good case. Johnson's created educational instructions and zero tolerance policies on

sexual harassment which provided clear directions for employees and avenues to remedy the situation.

This was critical for Johnson because the courts have ruled in favor of employers who could prove that they had exercised reasonable care to prevent and promptly correct any sexually harassing behavior, have provided clear definitions of sexual harassment, and have given adequate education on sexual harassment.

### **How Visec did it:**

On the recommendations of his legal counsel, Johnson did the following:

Clearly posted sexual harassment definitions throughout the workplace and the employee handbook.

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- Not tolerate profanity or racial comments
- Not allow pornography or vulgarity in any form or by any means at work:  
including
  - viewing, distributing, making references, dirty jokes., etc.
- Not allow obscene gestures
- No touching and excessive body contact

As a final means to prevent sexual harassment, Johnson installed video surveillance cameras throughout various hot spot locations in the building, such as the break room and inventory rooms. Visec was able to help Johnson to further protect his company from sexual harassment liability.

In addition to his zero tolerance policies, Johnson wanted to make sure that he took into consideration all avenues to fully secure his company's reputation and commitment to providing a secure business environment.

Thanks to Visec's strategic deployment, Johnson had created a business environment with one less headache to worry about.