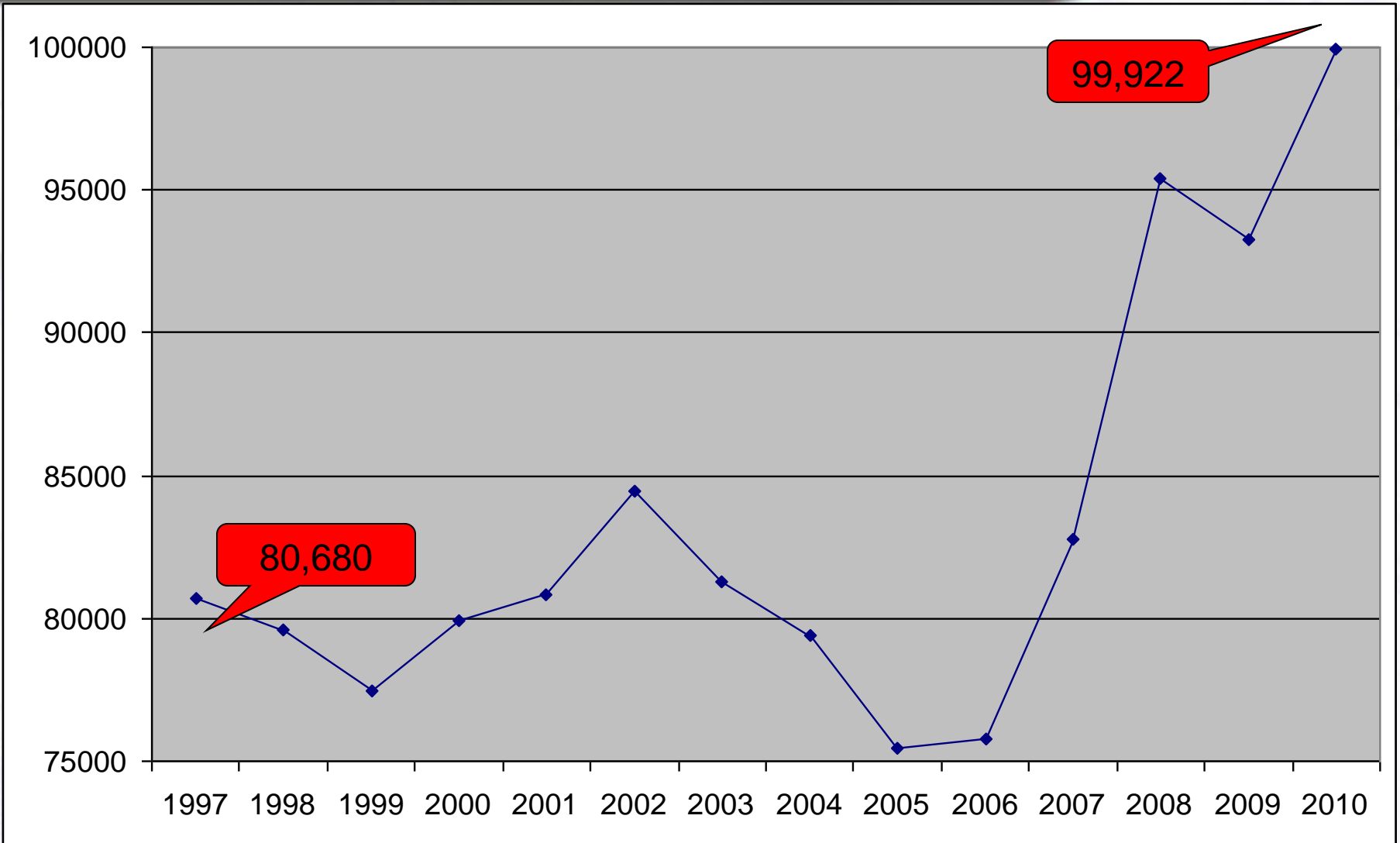


# **WHY BAD LAWSUITS HAPPEN** **TO GOOD PEOPLE**

Presented by David F. Root  
Carlock, Copeland & Stair, LLP

Georgia Health, Safety and Environmental Conference  
Savannah, Georgia

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# EEOC Charge Statistics - 2011

Total 2011 Charges	99,947
Race	35.4%
Sex	28.5%
National Origin	11.8%
Religion	4.2%
Color	2.8%
Retaliation	37.4%
Age	23.5%
Disability	25.8%
Equal Pay Act	0.9%

**HIRE GOOD PEOPLE**

**HAVE GOOD HR POLICIES AND FOLLOW  
THEM CONSISTENTLY**

**AGGRESSIVELY DOCUMENT  
PERFORMANCE, ESPECIALLY BAD  
PERFORMANCE**

# FIRE BAD PERFORMERS

# PROACTIVELY INVESTIGATE EMPLOYEE COMPLAINTS



**DEAL WITH ANYONE WHO MISBEHAVES,  
EVEN IF THEY ARE HIGH-UP OR A BIG  
MONEY PRODUCER**

# BE AWARE OF RETALIATION CLAIMS

**TRAIN EMPLOYEES AND SUPERVISORS ON  
ALL POLICIES AND PROCEDURES**