

#MeToo and You: Sexual harassment law, ethical considerations, and practical guidelines
Susan Gellman

1. What is sexual harassment?
2. Ohio law: Ohio Revised Code Section 4112.01 *et seq.*
 - a. Same-sex sexual harassment; transgender
 - i. Ohio: *Holub*
 - ii. Federal: *Bostock v. Clayton County* (gay men) and *R.G. & G.R. Harris Funeral Homes, Inc. v EEOC* (Transgender)
3. Attorneys (i.e., your practice): ethical considerations
 - a.
 - b. *Cleveland Metropolitan Bar Association v. Paris*, 148 Ohio St.3d 55 (2016)
 - c. *Disciplinary Counsel v. Sturgeon*, 111 Ohio St.3d 285 (2006)
 - d. *Disciplinary Counsel v. Detweiler*, 135 Ohio St.3d 447 (2013)
4. “But I just don’t know what I can say anymore!”
 - a. A continuum of behavior
 - b. Who is hurt by sexual harassment, and how?
 - c. Intent and effect
 - d. Where is the line? Is there one?
 - e. A suggested guideline (for you and your clients)