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## **PLDW and Butler & Associates Present Important Seminar on Workplace Bullying**

*Wednesday, December 7<sup>th</sup> at 8am, Crowne Plaza, Warwick, RI*

Providence, RI – October XX, 2011 – Pannone Lopes Devereaux & West LLC (PLDW) and Butler & Associates will host “Workplace Bullying & Employers: Challenges, Consequences and Costs”, an important seminar on the legal, financial and professional ramifications of bullying in the workplace, on December 7, 2011, from 8am to 9:30am at the Crowne Plaza, located Warwick, RI.

This seminar is free and recommended for HR managers, corporate counsel, nonprofit executives and business owners who want to learn:

- What tools you need to avoid bullying in your workplace
- How to effectively recognize the signs of bullying and how to manage this behavior
- The legal ramifications of workplace bullying for your organization
- How to prepare and prevent workplace bullying with the right policy

Panelists include William E. O’Gara, PLDW Partner and Chair of the firm’s Employment and Litigation Teams; Cindy Butler, SPHR, President, Butler & Associates, a professional Human Resources consulting firm; and Anthony Wheeler, PhD, SPHR, Associate Professor, Human Resource Management, University of Rhode Island.

According to the Workplace Bullying Institute, a “35 percent of U.S. workers (an estimated 53.5 million Americans) report being bullied at work; 15 percent have witnessed it; 68 percent of bullying is same-gender harassment; 58 percent of targets are women; and 80 percent of the time, female bullies target other women.” Successful organizations promote professionalism, address disruptive behaviors quickly, and adopt a framework for understanding and approaches for taking action. They also develop strong policies that clearly define issues and provide guidelines for action to address disruptive behaviors among employees.

“The importance of identifying and eliminating the issues leading to workplace bullying can avoid headlines that no business or industry can afford, in addition to the long-term negative impact on employees,” said Mr. O’Gara. “This seminar is designed to assist businesses in preparing for and preventing workplace bullying.”

This free session is pending approval for 1.5 credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). Pre-registration is required. RSVP by December 2, 2011 Geri Riccio at [griccio@pldw.com](mailto:griccio@pldw.com) or call 401-824-5100.

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#### **ABOUT PANNONE LOPES DEVEREAUX & WEST LLC**

The attorneys and staff at Pannone Lopes Devereaux & West LLC (PLDW) are committed to developing practical and cost effective solutions while also being supportive of the community in a meaningful way. With offices in Rhode Island, Connecticut, Massachusetts, New York and Florida, PLDW has developed a business model that combines international expertise with a more cost-effective delivery system that involves cross training of lawyers and a more practical approach to problem solving. The primary areas of practice for the firm include administrative, corporate and municipal law, civil litigation, government relations, real estate and commercial lending and estate planning and special masterships. The partners demand of themselves and those on the PLDW team, an unparalleled sense of urgency and responsiveness, which is derived from an authentic appreciation for their clients and the community in which they serve. For more information, visit [www.pldw.com](http://www.pldw.com).

#### **ABOUT BUTLER & ASSOCIATES**

Butler & Associates is a professional Human Resources Consulting firm founded in RI in 1995 that provides customized integrated Human Resource solutions in the areas of: staffing and talent management, employee and labor relations, legal and policy compliance, organizational effectiveness, coaching, training, strategic planning, compensation and benefits management. Butler & Associates has developed partnerships with many organizations from entrepreneurial start-ups, to non-profit agencies and large corporations. We guide, facilitate and coach organizations, leaders, teams and employees through workplace transitions. Our model is based on building high impact, high performing, collaborative HR partnerships that promote positive workplace cultures and cultivate the full potential of all employees.