

BARRETT  
& Farahany  
JUSTICE AT WORK™

THE OLDEST AND ONE OF THE  
MOST PRESTIGIOUS EMPLOYMENT  
LAW FIRMS IN THE SOUTHEAST  
DEDICATED TO PROTECTING THE  
RIGHTS OF EMPLOYEES.

TALK TO AN ATTORNEY TODAY!

“VERY PLEASED WITH ALL THEIR HARD WORK TOWARDS MY  
CASE AND THE CONSTANT UPDATES! I WILL REFER THEM IF  
I FIND SOMEONE IN NEED OF THEIR SERVICES”

- M.F.

## HOW CAN YOU DEFEND AGAINST SEXUAL HARASSMENT WITHOUT AN HR DEPARTMENT?

Sexual harassment in the workplace is a distressing and deeply unsettling experience. It can leave victims feeling disrespected, unsafe, and unsupported. For many employees, reporting such incidents to their Human Resources (HR) department is the logical first step. But what happens if your workplace doesn't have an HR department?

Smaller companies, startups, or certain industries may lack an HR structure, creating additional complexity for employees who need to report harassment. It may even surprise you to hear that some of the biggest enterprise companies have no HR department, as many as 26%.

However, not having an HR department does not mean you're out of options. The sexual harassment attorneys at Barrett & Farahany outline the steps victims can take to protect themselves and seek justice.



---

## EXPLORE SEXUAL HARASSMENT RIGHTS IN:

Atlanta

Chicago

Mobile

---

### Immediate Actions to Take

Taking immediate action after experiencing sexual harassment is essential. It not only helps address the issue but also ensures you document everything for future use.

#### Reporting to Management

**Report to a supervisor or manager:** In place of HR, escalate the matter to your supervisor or any manager with decision-making authority. Provide clear details about the incidents, including dates, times, witnesses, and a description of the inappropriate behavior. Be factual and concise to avoid ambiguity.

What if the harasser is your supervisor? If your harasser is in a position of authority, report the behavior to someone higher up in the organization, such as a senior manager, the CEO, or the business owner. Many companies have designated management members who handle complaints when HR is absent.

#### Document Everything

**Keep detailed records:** Write down every incident of harassment, including dates, times, locations, and whether there were witnesses. Record what was said or done and how it made you feel. This documentation will be crucial if you choose

to escalate the issue externally.

**Consider recording conversations (if legal):** If you live in a state with one-party consent laws, you may legally record interactions with the harasser. For example, Alabama and Georgia allow for you to record conversations without the other participant(s)'s consent, while Illinois does not. Check your state's laws before doing this, as recording without consent may not be permissible in some jurisdictions.

**Save any supporting evidence:** Maintain copies of emails, text messages, or any other communication that demonstrates harassment. Keep this evidence stored securely outside of your workplace...

Continue  
Reading...

## Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.



BARRETT & FARAHANY PROUDLY CELEBRATES  
TWENTY-SIX YEARS BRINGING JUSTICE AT WORK

Barrett & Farahany | 3344 Peachtree Road NE Suite 800 | Atlanta, GA 30326 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)