



Anti-Harassment

Federal executive agencies are required to establish procedures to prevent all forms of discrimination, including harassment — but too often these procedures are informal, manually processed, and ineffective.

Tyler's Anti-Harassment application gives you a better way to track, report on, and prevent harassment.

WHAT IS THE ANTI-HARASSMENT APPLICATION?

The Anti-Harassment application is a powerful web-based software application designed to automate the tracking and management of harassment complaints and investigations, while protecting the anonymity of the complainant. It is built on Tyler's Application Platform, powered by Entellitrak®.

Developed specifically to help federal agencies comply with the anti-harassment provisions in EEOC's Management Directive 715 as part of their Title VII and Rehabilitation Act program, the Anti-Harassment application automates the processing of both general and type-specific harassment complaints from receipt through investigation to decision. It manages appeals and reconsiderations as well. It also aids in identifying problem areas, allowing agencies to take preventative action to ensure a harassment-free workplace.

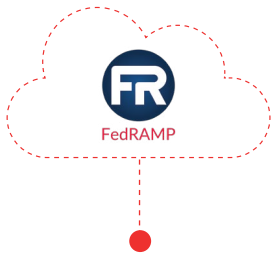
ENSURE COMPLIANCE AND PROTECT EMPLOYEES

Providing a workplace free of harassment is the responsibility of every employer. Management Directives like 715 add an extra layer of policy for federal agencies. However, the formal grievance programs currently in place often fail to meet their full mandate because employees perceive them to be ineffective or that they may, in fact, lead to retaliation. To be successful, employees must trust and embrace these processes.

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With the Anti-Harassment application, Anti-Harassment program managers have a solution that lets them:

- Receive complaints through an online web portal, to protect anonymity
- Manage complaints throughout the process via business rules and workflows
- Upload important documents and files to a case record
- Keep track of timelines, due dates, and service levels



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CLIENTS

These organizations are among those that have entrusted Tyler with their Anti-Harassment programs to Tyler software.



The Anti-Harassment application is tailor-made for federal agencies to manage harassment claims and investigations. It helps you fulfill your regulatory requirements, but more important, it enables you to ensure that the process works to meet the needs of both your organization and your employees. The application enables you to:

- Gather all required information, confidentially, by enabling team members to make a complaint through a web portal.
- Ensure that the correct steps are taken at the right time through built-in workflows and calendaring features.
- Address all the complaints you receive quickly and appropriately.

USE REPORTS TO DRIVE PROGRAMS

The Anti-Harassment application continually collects program data for ongoing analysis. The data may reveal that a certain type of harassment is most prevalent in your organization or that there are problems in specific departments or on certain projects. The analysis may lead your organization to identify training opportunities or to make changes to policies and guidance. You can use the information to prevent harassment altogether.

AVOID THE HIDDEN COSTS OF HARASSMENT

Investing in an Anti-Harassment solution ultimately leads to reduced costs. Harassment in the workplace, including sexual harassment and harassment based on age, religion, national origin, or disability, costs organizations millions of dollars each year. Harassment can also cause poor workplace morale, reduced productivity, and high turnover of both victims and witnesses to harassment. If complaints turn into lawsuits, the organization must contend with the costs of litigation as well as any judgements or settlements. The ability to effectively handle harassment as soon as it is reported, and to identify potential areas before the harassment can occur, is a way to proactively avoid these costs.

TRUST THE EXPERTS

Tyler has unmatched expertise in federal human capital and EEO case management. In fact, Tyler solutions process up to 90% of federal EEO claims annually. Built specifically to address the MD 715 Directive, the Anti-Harassment application can be integrated with Tyler's EEO Case Management application to provide a streamlined process in cases when harassment claims become EEO complaints.

Contact us for a presentation and demonstration

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