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IN THIS ISSUE

- Host a Sustainable Thanksgiving | P4
- Sugar Substitution Guide for the Holidays | P5
- Healthy Sous Vide Mashed Cauliflower | P8

Fostering a Harassment-Free Workplace

Several states have passed laws requiring policies to be updated and training to be offered to all employees on an annual basis.

Employers would be wise to review these laws, even if they're in a different state, to ensure that they are doing everything in their power to foster an environment of respect, civility, and professionalism. In addition, here are some more ways you can foster a harassment-free workplace.

Enlist support of senior leadership

Any policy addressing sexual harassment must be backed by senior leaders in the form of time, resources, and participation. The message should be that preventing harassment is a priority for



SEE

PAGE 2

the organization. Employees must be given time to attend trainings and funds must be provided to pay for trainings, whether internal or external. Senior leadership must do more than pay lip service to the program. Employees need to see senior leaders “walk the walk” by taking action to make sure the policies are developed, maintained, and enforced.

Develop a comprehensive sexual harassment policy

A robust sexual harassment policy should include the following (at a minimum):

- A description of prohibited conduct (both “quid pro

- quo” and “hostile work environment”).

- Federal, state, and local laws that govern sexual harassment.

- Assurance that confidentiality will be maintained as well as possible (investigations may require bringing others into the process) and that anyone who files a report will be protected from retaliation.

- A clearly articulated complaint process allowing for multiple avenues of filing a report.

- An investigative process that respects the rights of both the accuser and the accused and that emphasizes a fair and

- expedited investigation and resolution.

- The sexual harassment policy should prohibit harassment via social media. Likewise, any social media policy should prohibit online harassment.

Hold violators accountable

Employees must feel secure in knowing that the policies have “teeth” and will apply to everyone within the organization from top to bottom. Nothing will make employees lose confidence more than an uneven application of the policy. No one can be excluded from having to follow the policy-- not the CEO, not the biggest rainmaker/business developer, not the Board of Directors. To create an atmosphere of respect and dignity, the policy must be applied consistently, fairly, and evenly. If a violation of the policy has occurred, the violator must suffer consequences.

Every report of sexual harassment must be treated seriously and investigated thoroughly. Sexual



harassment tends to occur on a continuum - some incidents are more serious than others. Incidents considered less egregious should not be minimized or treated differently. The investigative process should be the same. What could differ, depending on the facts of the case, are the depth and length of the investigation (amount of evidence reviewed, number of witnesses interviewed, etc.). A good rule of thumb is to follow the investigative process spelled out in the policy and come to a resolution of every reported incident.

Provide annual interactive training for all employees

Rather than solely focus on laws and how to avoid liability, training should focus on motivating positive behaviors and attitudes. It should include opportunities for employees to ask questions, engage in difficult or uncomfortable discussions, and apply the policy to common workplace scenarios. Training can be in-person or via an online module. Regardless of the delivery method, training



should aim to educate employees about sexual harassment, how to report it, how it will be investigated, and what the possible consequences will be for any violation.

Institute a “Code of Conduct”

Many organizations have adopted a “Code of Conduct,” both for employees and for outsiders (customers, clients, vendors, etc.). The purpose of the code is to let people know that harassment will not be tolerated and that the organization expects that people within its community will treat each other with respect, dignity, and kindness. The idea is to promote an inclusive and tolerant

workplace where all people feel free to be themselves without fear of harassment or discrimination.

Encourage action

Employees should be encouraged to step in and stop any harassing behavior they witness. While this should never be mandated (some will be more comfortable with confrontation than others), it should be something that the organization aspires to and rewards. Being confronted in the moment has much more impact on the harasser. Addressing inappropriate behavior at a



How to Host a Sustainable Thanksgiving

Thanksgiving: family, food, sharing, warmth and, above all, gratitude.

While the soft glow of this holiday in our collective memories may produce an undeniable feeling of comfort, the by-products of some of the aforementioned things, in their fun excess, can create one very insidious thing: waste.

This season, celebrate Thanksgiving by showing gratitude to the planet and making your holiday gathering more environmentally friendly.

Hit the farmer's market for your Thanksgiving dinner ingredients.

Your food doesn't need to be

transported from truck to truck across countless miles and with maximum emissions—this time of year, farmer's markets are rife with interesting seasonal delights that have that special touch of homemade, holiday goodness!

Use outdoor foliage to decorate.

Dried leaves, branches, and flowers that you picked and arranged yourself not only look more authentic in wreaths and on your table, but you can also make foraging for decorations a fun new holiday tradition. Not to mention, a pre-Thanksgiving walk or hike might be a good idea before stuffing yourself!

Consider replacing the turkey.

While turkey is lower on the food chain (and therefore one of the more sustainable meat options), consider substituting the turkey with “Tofurkey” or any of the other meat-free turkey alternatives on the market. Conversely, if this feathered staple has a special place in your heart, you may be able to pick up a locally-raised turkey on your farmer’s market trip.

Use reusable dishes and napkins.

If you’re hosting a large gathering, it can be tempting to whip out the paper plates and disposable napkins, but consider weighing how much waste one large family dinner

SEE

PAGE 7



Your Sugar Substitution Guide for The Holidays

Sugary treats, while one of the main hallmarks of the holiday season, contain that one ingredient we all know, love, and sometimes hate.

The dangers of refined sugar have been studied and documented for decades, but it’s only recently that people

have begun to really pay attention. In 2016, it was discovered that in the 1960s, the sugar industry actually paid off three Harvard scientists to publish research dismissing sugar’s role in heart disease (and instead blaming fat).

SEE

PAGE 6

Today, we know that in addition to heart disease, the health issues related to consuming too much sugar include:

- Diabetes
- Obesity
- Increased risk of cancer
- Inflammation

Knowing this, you might be trying to cut back on sugar. The good news? You don't have to curb your sweet tooth! While navigating the powdered cookies and peppermint cakes at holiday parties might be a struggle, there are other options you can use at home in your own holiday baking. This holiday season, treat yourself to these alternatives:

Stevia

Surprisingly, Stevia not only comes from plants and has a low glycemic index, but it actually tastes sweeter than sugar!

Xylitol

Xylitol occurs naturally in birch wood and other plants. Not only is this alternative sweetener delicious, but it



also won't raise your blood sugar or insulin.

Agave Nectar

Taken from the agave plant, this nectar won't raise your blood sugar as much as refined sugar.

Coconut sugar

Derived from the coconut palm tree, coconut sugar is still technically sugar, but has a much lower glycemic index than refined sugar.

Honey

We all know where honey comes from, but did you know that raw honey has tons of nutrients and antioxidants? It's important to note that this alternative is still quite sugary, albeit much less bad for you.

Maple syrup

That's right—the stuff you pour on your pancakes! But, as most mainstream grocery brands contain corn syrup, only true maple syrup can serve as a sugar substitute.

Molasses

Made from sugar cane, gooey molasses still contains some sugar, but can also serve as a healthier substitute to its granular brethren.

Next time you wake up from dreams of sugar plums in your head, try this recipe for sugary holiday cookies made with Stevia instead: <https://cutt.ly/5epOB71>

Happy holidays! 🍷

Illustrations by pikisuperstar

later time may not have the desired effect, as the person may not remember the details and will be less apt to be embarrassed and truly understand how the behavior may have been offensive to others.

Promote diversity, equity, and inclusion

The way to create an environment that does not tolerate harassment is to promote diversity, equity, and inclusion within the organization. These principles can extend to the makeup of the workforce (gender, race, ethnicity, sexual orientation), how comfortable people feel expressing their real selves to others within the organization, and how fairly things like salary and promotions are implemented within groups and across groups. Again, promotion of diversity, equity, and inclusion must come from the top and should be modeled by everyone in the organization. 📌

Illustrations by Freepik



FROM PAGE 5

produces against a bit of extra cleaning effort. You can make it fun by turning cleanup into a holiday game where everyone pitches in. And, if you have a dishwasher, you can even save water by simply scraping the food residue and loading your dishes—no rinsing necessary!

Don't throw away any leftovers.

Tired of eating that leftover stuffing? You can either compost your leftovers or take them to a local shelter in need.

Don't participate in Black Friday.

Wasteful packaging on special deals, tons of vehicles on the road all vying to make that same left turn as you—Black Friday is a recipe for disaster. This season, don't add your vehicle to the mix, and avoid buying items you may not really need.

Adopting sustainable practices is a great way to show you're thankful for your friends, family, and above all, the planet. Happy Thanksgiving! 📌

Illustrations by pikisuperstar

Healthy Sous Vide Garlic Mashed Cauliflower

INGREDIENTS

- 1 medium head cauliflower or 2 pounds bagged cauliflower florets or riced cauliflower
- 2 T butter
- Kosher salt and pepper to taste
- 1/4 t cayenne pepper
- 1 - 2 heads fresh garlic
- 1 T olive oil
- 1/3 to 1/2 cup chicken stock, vegetable stock, cream or water

INSTRUCTIONS

You can shorten the preheating by starting with hot water from the tap. Heat your oven to 400 degrees.



Chop the slices into 1/2" pieces. Place the cauliflower in a 1 gallon Ziploc freezer bag with the butter and seasoning. Vacuum seal the bag by using the air displacement method. Alternatively, use a vacuum seal machine to remove the air and seal the bag.

Slice off about 3/4" off the pointy top of a head of garlic. Drizzle a little olive oil over the cut, replace the portion you cut off and wrap the entire head in tin foil. Roast in the oven for 40-50 minutes until the garlic is soft. Remove and set aside.

The sous vide cauliflower will last for 5 days in the fridge or longer in the freezer. When ready to finish the cauliflower mash you can return it to a 150 degree sous vide for 20 to 30 minutes.

Squeeze out the soft roasted garlic into the blender and add 1/4 cup of a liquid of your choice: stock, cream or water. Blend until smooth adding more liquid if needed. Taste and adjust seasonings.