

My Employer Ignored My Harassment Complaint

Next steps to protect your rights in NJ and PA.

The Situation

You reported it — nothing changed

You followed the handbook. You spoke to HR. You expected the company to make it stop. Instead, you are dealing with a toxic environment your employer is allowing to continue.



The Legal Reality

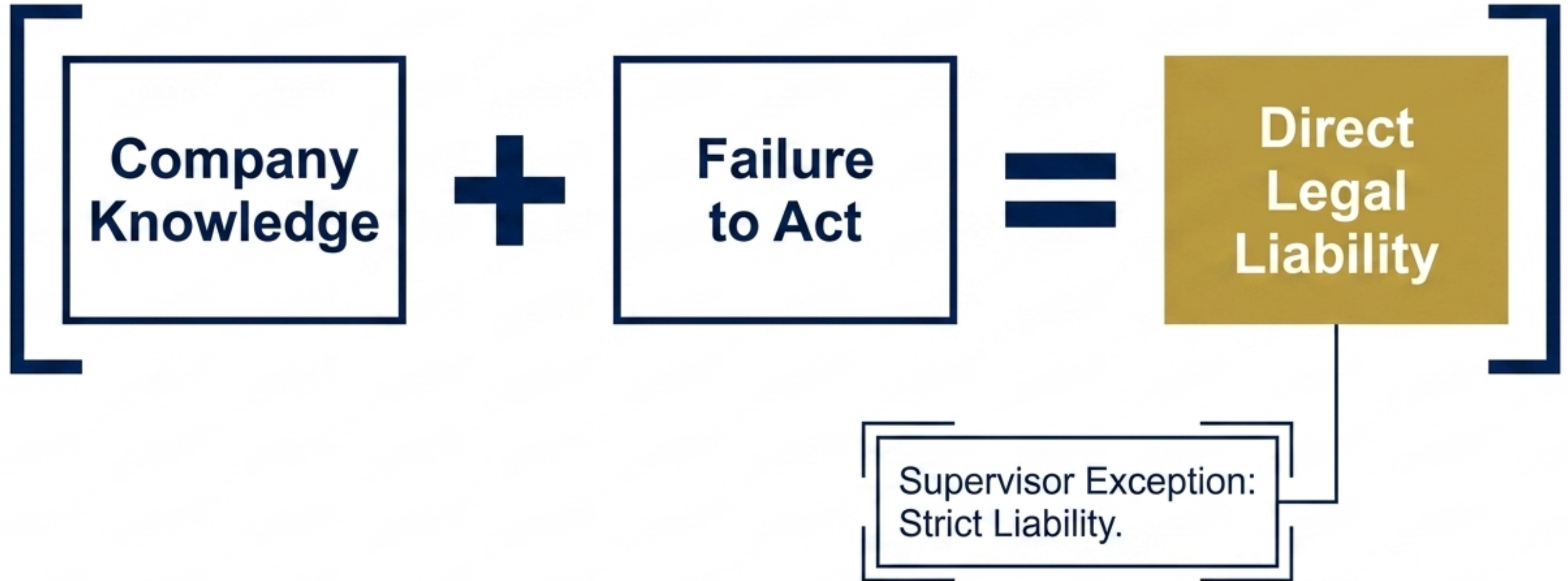
Employers must act



Doing nothing is not just a failure of HR. It is often a violation of the law. Employers have a **strict legal duty** to protect employees from a hostile work environment.

The Rule

Knew or should have known



What Employers Must Do

The Legal Baseline

Once you complain, the law expects a prompt, effective response.



When Doing Nothing Is Illegal

Did they drop the ball?

Your employer may have crossed a legal line if they responded in any of these ways.



No investigation



No discipline



Ignored complaint



Forced to work together

Red Flags

Unacceptable Excuses

Dismissing severe harassment does not protect the company from liability.

“It was just a joke.”



“You need to work it out between yourselves.”



“We can move you to a worse shift.”



The Bigger Risk

Retaliation

Often, the biggest legal risk employers take isn't ignoring the harassment—it is punishing the person who reported it.

Retaliation Examples

How Retaliation Looks

Retaliation is highly illegal. Watch for sudden changes after your complaint.



Fired or demoted



Sudden negative performance reviews



Excluded from meetings or stripped of duties

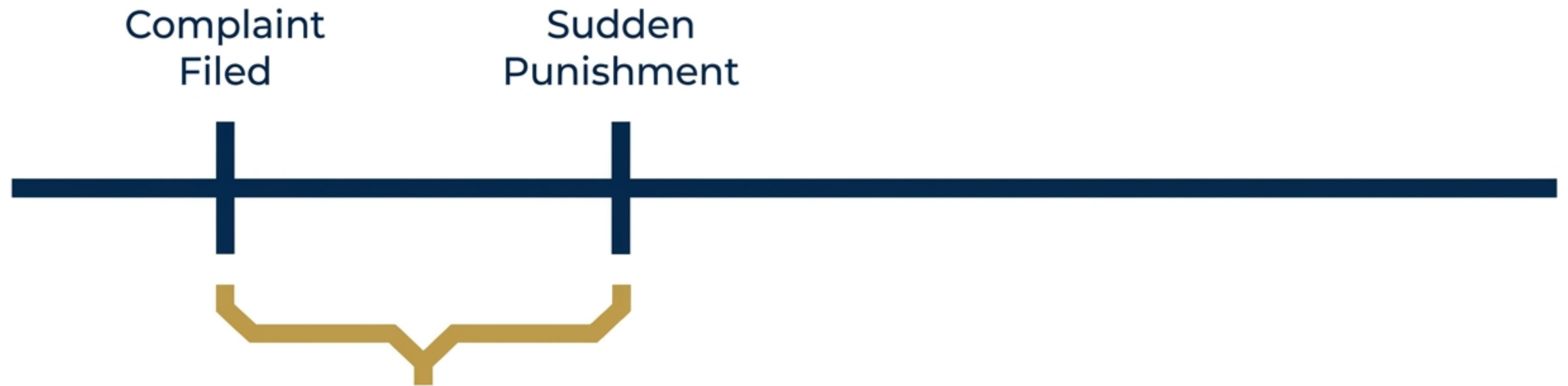


Hours cut or shift reassigned

Why Retaliation Matters

A glaringly obvious motive.

Retaliation claims are often easier to prove than the original harassment claim due to suspicious timing.



Suspicious Timing = Strong Evidence

Evidence That Matters

Build your paper trail.

If HR drops the ball, the burden falls on you to protect your legal position.

Written Complaint

Summarize verbal reports in writing.

Ongoing Log

Dates, times, and quotes.

Personal Backup

Emails forwarded to personal account.

Witness List

Co-workers who saw the harassment or retaliation.

What To Do Next

Protect Your Rights

Critical steps to take immediately following a failed HR complaint.

1

Follow up in writing

Send an email summarizing any verbal reports.

2

Document new incidents

Keep a private log of ongoing harassment.

3

Document retaliation

Note sudden negative reviews or exclusions.

4

Do not quit (yet)

Resigning complicates claims. Consult a lawyer first.

Deadlines

Claims expire quickly.

The clock starts ticking on your legal rights immediately.

New Jersey (NJLAD)	Pennsylvania (PHRC/EEOC)
<p data-bbox="559 1140 1459 1328">2 Years</p> <p data-bbox="443 1403 1569 1483">from the last retaliatory act.</p>	<p data-bbox="1745 996 2892 1127">180 to 300 Days</p>  <p data-bbox="2045 1545 2602 1620">to file a claim.</p>

Bottom Line

The Anatomy of a Claim

If your employer knew and did nothing, that may be illegal. If they punished you for speaking up, it almost certainly is.



Don't fight this alone.

If nothing changed after you spoke up,
it's worth a closer look.

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Workplace Harassment Lawyers for NJ & PA

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