

**Julie A. Moore, Esquire, SPHR, SHRM-SCP**  
**Publications Since Founding EPG in 1998**

**“Workplace Investigations: Overcoming Difficult Issues”**

*35<sup>th</sup> Annual National CLE Conference, Labor & Employment*  
January 3, 2018

**“Labor & Employment Law Research Guide”**

*New Hampshire Bar Association Practical Skills Seminar for New Admittees to the NH Bar*  
December 14, 2017, June 8, 2017, December 4, 2016, June 4, 2016, December 10, 2015, June 4, 2015, December 11, 2014, June 4, 2014, December 4, 2013, June 5, 2013, December 5, 2012, June 6, 2012, December 7, 2011, June 8, 2011, December 8, 2010, June 9, 2010, December 9, 2009, June 10, 2009

**“Why Some Sexual Harassers Get Fired—And Some Don’t”**

*Fortune Magazine*  
December 3, 2017

**“Sexual Predators Love Exploiting This Shady Legal Tactic”**

*Fortune Magazine*  
October 25, 2017

**“What the WPI Do We Know? A Study on Egregious and Developing Case Law”**

*Association of Workplace Investigators 8<sup>th</sup> Annual Conference*  
October 5, 2017

**“Performance Management and Investigating Misconduct”**

*New Hampshire Bar Association (“NHBA”) CLE Program “Employment Law Bootcamp – Basics from Hiring to Firing”*  
September 28, 2017

**“Investigating Complaints of Harassment and Other Misconduct”**

*National Business Institute*  
July 12, 2017

**“Investigations into EEO Matters: Best Practices and Legal Update”**

*NHBA’s CLE “Legal & Practical Tips for Conducting Good-Faith Investigations into EEO and Harassment Claims”*  
May 11, 2017

**“Mass. Verdict Highlights Importance of Workplace Investigations”**

*New Hampshire Bar News*  
April 19, 2017

**“Preparing for the Non-Binary Workforce: Gender Identity and the Developing Case Law”**

*NHBA’s 16<sup>th</sup> Annual Labor & Employment Update*  
April 7, 2017

**“Investigating the C-Suite Executive”**

*34<sup>th</sup> Annual National CLE Conference, Labor & Employment*  
January 9, 2017

**“Discrimination and Harassment”**

**“Disciplining and Firing Employees”**

*National Business Institute*  
December 7, 2016

**“Drafting Must-Have Policies for Today’s Handbooks”**

**“Dealing with the Troubled/Troubling Employee”**

*National Business Institute*  
November 9, 2016

**“Labor & Employment Law: EEOC Publishes ‘Best Practices’ for Avoiding Retaliation Claims”**

*New Hampshire Bar News*  
April 20, 2016

**“Updates in EEO Law”**

*NHBA’s 15<sup>th</sup> Annual Labor & Employment Update*  
April 14, 2016

**“2016 Report of the Workplace Investigations Subcommittee of the Employee Rights & Responsibilities Committee Section of the American Bar Association”** (contributed First Circuit Case Summaries)

*American Bar Association Section of Labor and Employment Law, 2016 Midwinter Meeting*  
March 16, 2016

**“EEO and Handbooks”**

*National Business Institute “Advanced Employment Law”*  
February 8, 2016

**“Discovery Issues in Workplace Investigations”**

*33<sup>rd</sup> Annual National CLE Conference, Labor & Employment*  
January 8, 2016

**“Preventing Retaliation: Strategies for the In-House Investigator or Advisor”**

*Association of Workplace Investigators 6<sup>th</sup> Annual Conference*  
October 23, 2015

**“Balancing Confidentiality Requirements in Workplace Investigations under the EEOC and NLRB”**

*Association of Workplace Investigators 6<sup>th</sup> Annual Conference*  
October 23, 2015

**“Updates in EEO Law: Gender Identity, Investigations and Other Hot Issues”**

*New Hampshire Bar Association’s 14<sup>th</sup> Annual Labor & Employment Update*  
April 10, 2015

**“2014 Report of the Workplace Investigations Subcommittee of the Employee Rights & Responsibilities Committee Section of the American Bar Association”** (contributed First Circuit Case Summaries)

*American Bar Association Section of Labor and Employment Law, 2015 Midwinter Meeting*  
March 25, 2015

**“Introduction and Overview of Title IX at a Glance: What’s in the News and What’s at Stake?”**

*New Hampshire Bar Association's seminar Title IX: Sexual Harassment Sexual Assault*  
March 12, 2015

**“You Did What?... Workplace Investigation Mistakes that Will Cost You Dearly”**

*32<sup>nd</sup> Annual Law Education Institute, Inc. National CLE Conference*  
January 9, 2015

**“Discrimination Law Update”**

*NHBA's 13th Annual Labor & Employment Law Update*  
April 4, 2014

**“2013 Report of the Workplace Investigations Subcommittee of the Employee Rights & Responsibilities Committee Section of the American Bar Association”** (contributed First Circuit Case Summaries)

*American Bar Association Section of Labor and Employment Law, 2014 Midwinter Meeting*  
March 28, 2014

**“Employer Investigations in the Workplace: Case Study – Sexual Harassment, Hostile Work Environment and \$100,000 Verdict”**

*New Hampshire Association of Justice’s Workplace Wrongs and the Claims They Spawn seminar*  
January 17, 2014

**“An Investigator’s Perspective – Investigating the Executive Accused of Wrongdoing”**

*New Hampshire Bar Association Annual Meeting -- Internal Investigations: A Forensic Look*  
June 21, 2013

**“Federal Rulings Conflict on Investigations”**

*New Hampshire Bar News*  
April 19, 2013

**“Employment Issues --Hiring, Firing and Everything in Between: the Employment Relationship from Beginning to End”**

*New Hampshire Bar Association’s Business 101 for the Multidisciplinary Practitioner*  
April 12, 2013

**“Ethics: In the Age of the iPhone – New ABA Obligations”**

*New Hampshire Bar Association's 12th Annual Labor & Employment Law Update*  
April 5, 2013

**“Sexual Harassment”**

*Lorman Education Services Employment Law Update in Massachusetts*  
April 3, 2013

**“2012 Report of the Workplace Investigations Subcommittee of the Employee Rights & Responsibilities Committee Section of the American Bar Association”** (contributed First and Second Circuit Case Summaries)

*American Bar Association Section of Labor and Employment Law, 2012 Midwinter Meeting*  
March 27, 2013

**“Hiring and Social Media: Issues and Considerations Impacting Title VII and other Discrimination Laws”**

*New Hampshire Bar Association program “Social Media and Employment Law: Employer v. Employee Rights and Responsibilities”*  
November 7, 2012

**“Where to Begin: Strategic Considerations on Choosing and Retaining the Investigator and Planning the Investigation”**

*American Bar Association’s 6<sup>th</sup> Annual Labor and Employment Law Section meeting*  
November 1, 2012

**“Ethical and Privilege Issues in Internal Workplace Investigations”**

*American Bar Association’s 6<sup>th</sup> Annual Labor and Employment Law Section meeting*  
November 1, 2012

**“Balancing Confidentiality Requirements under the EEOC and NLRB”**

*American Bar Association’s 6<sup>th</sup> Annual Labor and Employment Law Section meeting*  
November 1, 2012

**“The Investigation: Getting Started”**

*Manual for Association of Workplace Investigators Training Institute*  
June 26, 2012

**“Sexual Harassment: Protecting Your Business”**

*Lorman Education Services*  
April 25, 2012

**“Sexual Harassment in the News: Legal Update”**

*New Hampshire Bar News*  
April 13, 2012

**“Leaves: FMLA, ADA, USERRA, Statutory Rights, and Interplay of Internal Policies and Benefits”**

*New Hampshire Bar Association’s 11th Annual Labor & Employment Law Update*  
April 13, 2012

**"Legal Risks Associated with Conducting Improper Investigations"**

*Association of Workplace Investigators Quarterly*  
January 2012

**"Social Media in the Workplace: the Basics"**

*New Hampshire Bar News*  
April 15, 2011

**"Client Confidences, Communications and Representing Clients in Sexual Harassment Investigations"**

*New Hampshire Bar Association's 10th Annual Labor & Employment Law Update"*  
April 8, 2011

**"Essential Employment Policies for Your Workforce"**

*PMQ Pizza Magazine*  
April 2011

**"2011 Report of the Workplace Investigations Subcommittee of the Employment Rights & Responsibilities Committee Section of Labor and Employment Law"** (contributed First and Second Circuit Case Summaries)

*American Bar Association Section of Labor and Employment Law, 2011 Midwinter Meeting*  
March 26, 2011

**"Managing Social Media at Work"**

*Construction Resource, Associated Builders and Contractors*  
Winter 2011

**"Inappropriate Relations: Learn to Halt Sexual Harassment in the Workplace before It Happens"**

*PMQ Pizza Magazine*  
November 2010

**"When the Words Get in the Way: Legal, Effective Scripts for Terminations and Other Tough Topics"**

*Business & Legal Reports (BLR) 2010 National Employment Law Update*  
October 27, 2010

**"Bullying: Dramatic Changes for NH Schools – and the Workplace?"**

*New Hampshire Bar News*  
October 15, 2010

**"Employment Practices Experts: Strategies, Ethics and Lessons Learned"**

*New Hampshire Association for Justice seminar Big Verdicts in New England Employment Cases*  
October 15, 2010

**“Terminations and Reductions in Force: Best Practices for Separating Employees and Other Performance Management Practice Tips”**

*Lorman Education Services*

October 6, 2010

**“Discrimination: Practice Tips and Technology Issues”**

*Massachusetts Bar Association Labor and Employment Annual Conference*

May 11, 2010

**“Legislative Update”**

*Granite State Human Resources Conference and Legislative Conference*

May 10, 2010

**“Ethics and Social Media”**

*New Hampshire Bar Association Continuing Legal Education Program 9th Annual Labor & Employment Law Update*

April 9, 2010

**“Performance Management and Investigations”**

*New Hampshire Bar Association Employment Law 101: Lifecycle of New Hampshire Employee*

November 13, 2009

**“Disability Discrimination and Accommodation: The Requirements under the ADA and State Law”**

*New Hampshire Adjusters’ Association Annual Conference, “Return to Work: ADA, FMLA, and Worker’s Compensation”*

November 5, 2009

**“Labor Law Initiatives for ’09: An Overview”**

*New Hampshire Business Review, Volume 31, No.3*

January 30 – February 12, 2009

**“Labor Law Agenda for 2009 and Its Impact on Employers”**

*New Hampshire Bar News*

January 16, 2009

**“Conducting a Reduction in Force: Legal and Practical Considerations”**

*Lorman Education Services seminar entitled “Employee Discharge and Documentation in Massachusetts”*

November 12, 2008

**“Ethics and Professionalism Issues in Workplace Investigations: Role of the Lawyer and Lawyers as Witnesses”**

*New Hampshire Bar Association (NHBA) Continuing Legal Education program, 7<sup>th</sup> Annual Labor and Employment Law Update*

April 3, 2008

**“Reducing Your Workforce without Fouling the Other Side”**

*Lorman Education Services seminar entitled “Employee Discharge and Documentation”*  
January 8, 2008

**“Law Practice Management: A New Year’s Resolution: Review Employment Handbooks and Policies”**

*New Hampshire Bar News*  
January 4, 2008

**“Retaining Employees by Teaching and Training Them on Harassment and Discrimination”**

*Lorman Education Services program entitled “Maximizing Employee Retention and Job Satisfaction: Current Trends, Techniques, Communication and Training in Employee Recognition in Massachusetts”*  
November 27, 2007

**“Disabled Workers Gain More Rights under NH Law”**

*New Hampshire Bar News, Vol. 17, No. 20*  
May 18, 2007

**“Legal Update on Sex, Age, and Disability Discrimination and Harassment”**

*New Hampshire Bar Association 6<sup>th</sup> Annual Labor and Employment Law Update*  
April 4, 2007

**“Internal Investigations of Harassment and Other Employee Misconduct”**

*Northeast Human Resources Association (“NEHRA”) Professional Development Seminar*  
March 6, 2007

**“ADA, Reasonable Accommodation and the Interactive Process”**

*New Hampshire Adjustors’ Association*  
October 19, 2006

**“Recent Massachusetts and First Circuit Cases on FMLA”**

*Lorman Education Services*  
June 23, 2006

**“Employment Law Update: Harassment, Discrimination, ADA, FMLA, and Performance Management”**

*New Hampshire Association of Broadcasters Annual Conference*  
June 21, 2006

**“Reducing the Potential for Discrimination and Harassment Liability”**

*National Business Institute program Advanced Employment Law: Working Through Common Problems*  
June 19, 2006

**“The Internal Investigation: How It Should Be Conducted”**

*National Employment Lawyers Association (“NELA”)*

May 19, 2006

**“Disability and Religious Discrimination Legal Update”**

*New Hampshire Bar Association Continuing Legal Education Program 5<sup>th</sup> Annual Labor and Employment Law Update*

April 5, 2006

**“The Hallmarks of Legally Defensible Documentation”**

*National Business Institute*

March 10, 2006

**“Creating Comprehensive Employee Handbooks”**

*National Business Institute*

February 27, 2006

**“Internal Investigation of Harassment and Other Employee Misconduct”**

*Northeast Human Resources Association*

November 17, 2005

**“Properly Handling an Employee Complaint in New Hampshire”**

*Lorman Education Services*

November 15, 2005

**“Workplace Romance and Sexual Harassment Claims”**

*Boston Genesys 25<sup>th</sup> Human Capital Management Conference*

September 26, 2005

**“Supreme Court Limits Permissible Scope of Non-Compete Clause in Employment Agreements”**

*New Hampshire Bar News*

August 12, 2005

**“Legal Update and Hiring/Firing Issues”**

*Granite State Legal Administrators Association*

September 13, 2005

**“Employee Handbooks: Drafting and Enforcing Sound Procedures and Policies”**

*National Business Institute*

February 1, 2005

**“Conducting Effective Sexual Harassment Investigations”**

*New Hampshire Bar Association Continuing Legal Education program The Law of Sexual Harassment*

December 10, 2003

**“Effectively Utilizing Experts on Employment Practices in Sexual Harassment Cases”**

*New Hampshire Bar Association Continuing Legal Education program The Law of Sexual Harassment*

December 10, 2003

**“Sexual Harassment Basics”**

*Lorman Education Services*

November 5, 2002

**“Employment Practices”**

*Lorman Education Services*

July 23, 2002

**“Legal Update – 2001 Employment and Labor Laws”**

*National Human Resources Association*

January 14, 2002

**“Harassment and Hazing”**

*Lorman Education Services*

December 5, 2001

**“Defining Sexual Harassment”**

*Lorman Education Services*

November 2, 2001

**“Bullying and Other Issues - Part 2”**

*Primex Loss Prevention Bulletin #2*

May 2001

**“Bullying and Other Issues - Part 1; Bullying – and Other Issues of Student Misconduct”**

*Primex Loss Prevention Bulletin #1*

May 2001

**“Employment Law”**

*Paralegal Association of New Hampshire Newsletter, Vol. 10, No. 2*

April – June 2001

**“Is it Dead or Alive? Employment-at-Will”**

*NH Notables (National Human Resources Association – New Hampshire Affiliate)*

April 2001

**“Harassment Law for Municipal Employers”**

*New Hampshire Bar Association Continuing Legal Education program Municipal and School Liability Seminar*

October 12, 2000

**“Summary of School Liability for Sexual Harassment”**

New Hampshire Bar Association Continuing Legal Education program *Municipal and School Liability Seminar*  
October 12, 2000

**“Workers Comp Ruling Puts Stress on Ability to Criticize Employee”**

*New Hampshire Business Review, Volume 22, No. 21*  
September 22 – October 5, 2000

**“Avoiding Litigation Can Mean Having To Say You’re Sorry”**

*New Hampshire Business Review, Volume 22, No. 19*  
August 25 – September 7, 2000

**“New Discrimination Law Gives Courts Jurisdiction”**

*New Hampshire Business Review, Volume 22, No. 17*  
July 28-August 10, 2000

**“Litigation is a Painful, Costly Learning Experience”**

*New Hampshire Business Review, Volume 22, No. 14*  
June 30-July 13, 2000

**“What’s an Effective Defense Against Retaliation Charges?”**

*New Hampshire Business Review, Volume 22, No. 12*  
June 2-15, 2000

**“Eight Elements for an Effective E-Mail Policy”**

*Construction Resource, Volume 6, No. 4*  
Spring 2000

**“There’s Plenty to Think About before Terminating an Employee: Severance Agreements May Make a Difficult Job Easier”**

*New Hampshire Business Review, Vol. 22, No. 8*  
April 7-20, 2000

**“NH District Court Rulings on Workplace Sexual Harassment Reviewed”**

*New Hampshire Bar News, Vol. 10, No. 21*  
April 5, 2000

**“How to Deal with Family, Medical Leave Act Maze”**

*New Hampshire Business Review, Vol. 22, No. 6*  
March 10-23, 2000

**“Family and Medical Leave Act Can Be Daunting”**

*New Hampshire Business Review, Vol. 22, No. 4*  
February 11-24, 2000

**“Start of New Year is a Good Time to Review Employment Practices”**

*New Hampshire Business Review*, Vol. 22, No. 2  
January 14-27, 2000

**“Legal Update: Employment Practices Audit”**

*National Human Resources Association NH Notables*  
Winter 1999-2000

**“Unlawful Harassment Can Leave Employers Exposed”**

*New Hampshire Business Review*, Vol. 21, No. 27  
December 17-30, 1999

**“Ill-Prepared Employee Handbooks are a Lawsuit Waiting To Happen”**

*New Hampshire Business Review*, Vol. 21, No. 24  
November 19-December 2, 1999

**“E-Mail Opens Up World of Legal Risks for Employers”**

*New Hampshire Business Review*, Vol. 21, No. 23  
October 22-November 4, 1999

**“Nothing Prohibits New Hampshire Employers from Testing Workers for Drugs”**

*The Union Leader*  
October 1, 1999

**“A Thorough Hiring Process Can Eliminate Problems Later On”**

*New Hampshire Business Review*, Vol. 21, No. 19  
September 10-23, 1999

**“Ex-Employer Has Responsibility to Tell Truth in Reference Checks”**

*The Union Leader*  
August 27, 1999

**“Top Court’s Decision Changes the ADA Landscape”**

*New Hampshire Business Review*, Vol. 21, No. 17  
August 13-26, 1999

**“New Supreme Court Ruling Provides Title VII Road Map”**

*New Hampshire Business Review*, Vol. 21, No. 16  
July 16-29, 1999

**“Latest Harassment Ruling Sends a Message: Pay Now or Pay Later”**

*New Hampshire Business Review*, Vol. 21, No. 13  
June 18-July 1, 1999

**“The Ethics of Ill-Gotten Gains: If It’s Too Good to Be True, Maybe It’s Too Good”**

*New Hampshire Bar Journal*, Vol. 40, No. 2  
June 1999

**“Make Sure There Are No Bumps in the Road to Termination”**

*New Hampshire Business Review*, Vol. 21, No. 11  
May 21-June 3, 1999

**“Minimizing Employer’s Liability to Alleged Sexual Harassers”**

*Massachusetts Bar Association Lawyers Journal*, Vol. 6, No. 9  
May 1999

**“Warning: Direct-Mail Offers Are Not What They Seem”**

*New Hampshire Business Review*, Vol. 21, No. 9  
April 23-May 6, 1999

**“Discovery and an Employer’s Sexual Harassment Policies, Internal Investigations, and Training Materials”**

New Hampshire Bar Association Continuing Legal Education program *Discovery Issues in Employment Law*  
April 15, 1999

**“Pitfalls Abound in Internal Harassment Investigations”**

*New Hampshire Business Review*, Vol. 21, No. 7  
March 26-April 8, 1999

**“N.H. Supreme Court Clarifies Definition of Personnel Files”**

*New Hampshire Bar News*  
March 3, 1999

**“An Update on the Law of Personnel Files”**

*NH Notables*, National Human Resources Association, New Hampshire Affiliate  
March 1999

**“Sexual Harassment Investigations and Good-Faith Firings of Alleged Harassers – What is the Jury’s Role?”**

*New Hampshire Bar Journal*, Vol. 40, No. 1  
March 1999

**“E-Mail is Not the Be-All and End-All in Office Communication”**

*New Hampshire Business Review*, Vol. 21, No. 4  
February 12-25, 1999

**“No Sex Harassment Policy Can Be a Very Costly Mistake”**

*New Hampshire Business Review*, Vol. 21, No. 2  
January 15-28, 1999

**“Workplace Romance: Deflect Cupid’s Arrows Before It’s Too Late”**

*You and The Law*, Vol. 28, No. 12, National Institute of Business Management  
December 1998

**“Personnel Files: A Pandora’s Box for Unprepared Employers”**

*New Hampshire Business Review*, Vol. 20, No. 25

November 20- December 3, 1998

**“Sex in the Executive Suite: What Policy is in Order?”**

*New Hampshire Business Review*, Vol. 20, No. 23

October 23–November 5, 1998

**“By Law, What Constitutes Sexual Harassment in the Workplace?”**

*The Union Leader*

September 25, 1998

**“Million-Dollar Sex Discrimination Suit Offers Lessons to Learn”**

*New Hampshire Business Review*, Vol. 20, No. 20

September 11-24, 1998

**“Employers in the Sexual Harassment Arena: Take Caution”**

*New Hampshire Business Review*, Vol. 20, No. 16

July 17-30, 1998

**“Not Here, Not Now: How to Summarily Resolve Hostile Environment Sexual Harassment Cases”**

*New Hampshire Bar Journal*, Vol. 39, No. 2

June 1998

**“U.S. Supreme Court Rules Same-Sex Harassment Unlawful”**

*New Hampshire Bar News*

April 1, 1998