

**Julie A. Moore, Esquire, SPHR, SHRM-SCP**  
**Publications Since Founding EPG in 1998**  
(Last updated November 2019)

**“Performance Management and Internal Investigations”**

Employment Law 101: The Life Cycle of a New Hampshire Employee  
*New Hampshire Bar Association CLE*  
October 10, 2019

**“Sexual Harassment in the #MeToo World: Rights and Liabilities of Victims and the Accused and Avoiding the Backlash for Women in the Workplace”**

*18<sup>th</sup> Annual Labor & Employment Update for New Hampshire Bar Association*  
April 11, 2019

**“Sexual Harassment: Prevention and Investigations”**

*NBI Seminar: Employment Law: 2018 Comprehensive Guide*  
November 6, 2018

**“Sexual Harassment: An Update on the Law, Policies, Training and Investigations”**

*New Hampshire Bar Association CLE on Sexual Harassment*  
October 17, 2018

**“Weinstein and #MeToo One Year Later: Guidance for the Workplace Investigator”**

*Association of Workplace Investigators 9<sup>th</sup> Annual Conference*  
October 11, 2018

**“Internal Investigations”**

*National Business Institute*  
October 2, 2018

**“We’re Sexual Misconduct Law Experts. The Senate’s Brett Kavanaugh Investigation Is a Hot Mess”**

*Fortune Magazine*  
September 19, 2018

**“Intel’s CEO Was Forced Out Over an Office Romance. Should It Have Been Allowed?”**

*Fortune Magazine*  
June 22, 2018

**“Sham Investigations and the Law: What Workplace Investigators Need to Know”**

*AWI Journal, Volume 9, Number 1*  
April 2018

**“Perspectives on Sexual Harassment in the #MeToo World”**

*17<sup>th</sup> Annual Labor & Employment Update for New Hampshire Bar Association*

April 12, 2018

**“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*

June 10, 2009 to present (updated bi-annually)

**“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 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