



In this episode, Linda and Neela explore the critical topic of sexual harassment outside the physical workplace, focusing on the case *Okonowsky v. Garland*.

The discussion centers around how online harassment can create a hostile work environment and emphasizes employers' responsibility to investigate such complaints thoroughly. Furthermore, Linda and Neela highlight the necessity of establishing clear anti-harassment and social media policies, as well as adapting to the shifting workplace dynamics in the wake of Covid-19. Through illustrative scenarios and practical advice, the episode equips employers with knowledge regarding how to manage the nuances of online harassment effectively.

[Listen to "Ninth Circuit Rules Employers May Be Liable for Coworker Social Media Harassment Outside Workplace" on Spreaker.](#)

Find us where you get your podcasts



Contributors



[Linda D. Walton](#)

Partner

LWalton@perkinscoie.com [206.359.8402](tel:206.359.8402)



[Neela Brocato](#)

Associate

NBrocato@perkinscoie.com

Explore more in

[Labor & Employment](#)

Podcast series

Workplace Rules

Hosted by Perkins Coie's Labor & Employment lawyers, *Workplace Rules* offers engaging discussions with in-house professionals, outside counsel, and leading experts on current labor and employment law topics, including regulatory changes and trends in litigation.

[View the series](#)