



SEPLER & ASSOCIATES

*Strategic and Respectful Approaches
to Contemporary Workplace Issues*

BIO: FRAN A SEPLER, PRESIDENT, SEPLER & ASSOCIATES

For thirty years, Fran Sepler has assisted public and private organizations throughout the country create comprehensive initiatives to understand, prevent, identify, investigate, and remediate misconduct in the workplace and the academy. This has included hands on leadership developing and implementing large scale initiatives addressing unlawful harassment, workplace bullying, and abusive conduct.

Ms. Sepler has designed training programs focusing on respect for organizations nationwide and was selected to design the groundbreaking training programs “Respectful Workplace,” and “Leading for Respect” by the Equal Employment Opportunity Commission (EEOC.) These programs incorporate practice in active bystander intervention, coaching and effective complaint handling for organizations. Ms. Sepler has conducted training in every sector including corporations, governmental agencies, nonprofits, medical, educational and financial services sectors and for people at all organizational level. She has spearheaded a grassroots network of trainers providing rigorous training in communities throughout the United States through B’Kavod (now Ta’amod), a project of the Jewish Women’s Foundation and the Good People Fund.

Ms. Sepler is also known for her pioneering work in workplace investigations and assessments. She has developed techniques and protocol used by organizations throughout the United States to investigate complaints of workplace misconduct and to assess workplace culture and is the author of “Finding the Facts: What Every Workplace Investigator Needs to Know,” published in 2008, which includes a chapter on assessing systematic and cultural roots of harassment.

Ms. Sepler has written book chapters on relational aggression, implicit bias in investigation, credibility assessment and organizational culture. She speaks on these topics throughout the United States.

Ms. Sepler has conducted over 1000 workplace investigations, served as an expert witness regarding employer response to employee complaints, and provided anti-harassment, anti-bullying and implicit bias training for thousands of organizations. She has also conducted workplace climate assessments for workplaces of all sizes.