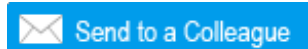




## FEBRUARY 2018

The fall of 2017 may forever be remembered for launching the #metoo movement as bombshells of sexual harassment claims against big names dropped seemingly every other day. Harvey Weinstein was not the first famous person accused in recent years of sexual harassment. The list includes Bill Cosby, comedian, actor, and author; Roger Ailes, previous FOX News Chairman and others. This month, WZ speaker Brett L. Ward, CFI takes a look at sexual harassment cases in the news from an investigator's perspective and discusses the questions we need to consider when preparing for a sexual harassment investigation.

Also be sure to check out the International Association of Interviewers' (IAI) video tip on reasons why victims don't report a crime or allegation.



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## ANY QUESTIONS?

### Preparing for a Sexual Harassment Investigation

Written by Brett L. Ward, CFI

Did anyone else hear (feel) that loud "WHEW" a handful of weeks ago? ZERO chance you missed it. I happened to be in the air and its power knocked my plane off its heading. The Captain came across the intercom - "Folks - hope everyone's okay back there. Unsure as to the root cause of that wind shear. Going to turn the seat belt sign back on for a little while in case of any others ahead. Flight attendants please take your seats." While waiting down in baggage claim, I learned the source thanks to a TV with CNN running in the background. It was an exhale direct from the Cosby Legal Camp - a significant release of emotion due to the sexual harassment spotlight shifting somewhere else.



[Continue Reading >](#)

## WHY VICTIMS DON'T REPORT

### IAI Video Tip

In this latest interviewing tip from the International Association of Interviewers (IAI), Dave Thompson, CFI discusses the reasons why victims don't feel comfortable reporting a crime or allegation against the subject.



[Learn More About IAI >](#)

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## NAVIGATING SEXUAL HARASSMENT IN THE NEWS

High-profile sexual harassment cases continue to appear in daily news. Navigating key details and information applicable to your environment can be challenging. Below are a few noteworthy news sources for today's investigator.

### Why Are Decades-Old Accusations Of Sexual Assault Coming Out Now?

Radio interview with founding editor of the journal Psychology of Violence

[Learn More >](#)

**Americans Agree Sexual Harassment is a Problem. They Just Don't Always Agree on What It Is.** Americans agree the lines are too often being crossed, they don't always agree on where that line is.

[Learn More >](#)

### Unwanted sexual advances not just a Hollywood, Weinstein Story

ABC News-Washington Post poll, more than half of women in the U.S. (54%) reported having experienced unwanted and inappropriate sexual advances from men.

[Learn More >](#)

### State Lawmakers Weigh Sexual Assault, Harassment Laws

The trove of women and men saying that they have been sexually harassed or assaulted by powerful male figures has spurred state lawmakers across the country to take action.

[Learn More >](#)



**Register for 2018 Training - Get a FREE 1-Year IAI Membership!**

NEW IN 2018, attend highly sought after [WZ Seminar on Workplace Investigative Interviewing Strategies](#), or any other WZ open registration course and become eligible for a **one-year FREE International Association of Interviewers (IAI) Membership!** Simply register for a 2018 WZ private sector open registration course, complete a course evaluation and

automatically receive a one-year FREE IAI Membership\* valued at \$75.00.

\*Only applicable to new IAI members.

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## HR/ER Investigative Interviewing 10-Hour Online Course



### HR/ER 10-Hour Online Investigative Training

If attending the WZ Seminar on Workplace Investigative Interviewing Strategies for HR/ER is not an option due to a schedule or location conflict, we recommend the WZ 10-Hour online course for HR/ER Investigative Interviewing. **Earn 10.0 HRCI Recertification Hours and SHRM Professional Development Credits** with this online program.

Investigative interviewing encompasses much more than asking a couple of questions. The *powerful tools* learned in this course help build and resolve cases by focusing the investigation in the right direction. If you need to collect facts, establish the truth, and have those difficult conversations with employees, this program is for you.

Whether you are gathering the facts or trying to gain an admission in a harassment case these proven tools make your job easier and provide a fairer more thorough investigation.

[Learn More >](#)

**APRIL 11-12, 2018**  
**Chicago, IL**

**ELITE**  
TRAINING DAY



INTERNATIONAL ASSOCIATION  
of INTERVIEWERS

### ELITE TRAINING DAY

Hosted by the International Association of Interviewers (IAI)

This is the only event of its kind focused on the craft of interviewing and interrogation. If you consider yourself an elite interviewer or are interested in becoming one - you need to attend! Join us on April 11-12, 2018 in Chicago, IL. This year's featured keynote speaker and false confession expert will be Dr. Saul Kassin.

[Register for Elite Training Day Here](#)

05.17.18 DALLAS, TX

FREE TO ENTER!

## The launch of the North American Fraud Awards 2018



Learn more



Retailers like nominating their best people ...  
Vendors like nominating their most respected customers ...  
and the North American Fraud Awards are **FREE** to enter!

### What's not to like?

Do you, your Asset Protection team, a colleague or vendor partner deserve **special recognition** for their work?

Is there a particular strategy, product or local initiative worthy of **celebrating** on a national stage?

Whether you can think of just one or many deserving examples, make sure to nominate them for an Award at this year's **North American Fraud Awards**; an industry event created specifically to **celebrate** the best of the Asset Protection industry...

Boasting an eminent panel of independent judges, the North American Fraud Awards takes place on the evening of **May 17, 2018, following this year's Retail Risk - Dallas** conference, which is being held earlier on the same day and in the same venue.

**Closing date for nominations is just a couple of short weeks away - get your nominations in before February 2, 2018!**

Submit Your Nomination Here

## LIVE Webinars

WZ offers the perfect opportunity to continue learning when and where it's convenient for you with our series of webinars, including "**Hiring Better Candidates**". Plan ahead to guarantee your spot and relax knowing you'll soon be trained by a '**LIVE**' **WZ instructor** on topics specific to your needs. Save the link below as more webinars will continue to be added each month.

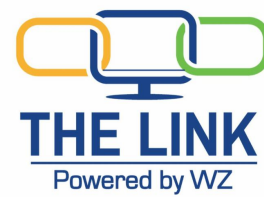


View Webinar Schedule

## THE LINK Powered by WZ

Every interviewer wishes they had the ability to practice before conducting the first interviews of his or her career.

**THE LINK** provides this opportunity to those who have attended a WZ training seminar by simulating a non-confrontational interview with three degrees of difficulty. Each interview changes based on statements made by the interviewer, making every new attempt unique.



THE LINK Powered by WZ offers a risk-free way for investigators to fill the gap between the knowledge of interviewing and the actual skill of conducting the interview.

[Learn More >](#)

## Custom Onsite Training

From Loss Prevention to Human Resources, all of WZ's programs provide the tools necessary to identify the TRUTH. The foundation of each and every course we offer is based on the principles of the WZ Non-Confrontational Method.



Need to train an entire team in 2018? WZ offers customized, in-house training courses when and where it's convenient for your organization. To learn more about our contract training programs contact Brett L. Ward, CFI and Divisional V.P. of Business Development and Client Relations by email [bward@w-z.com](mailto:bward@w-z.com) or call 800.222.7789 x119.

[Learn More >](#)

## Why WZ?

Wicklander-Zulawski & Associates (WZ) is an internationally recognized firm established in 1982. Our passion for the truth has led us to become a world leader in non-confrontational interview and interrogation training.

WZ's team of Certified Forensic Interviewers (CFI) teaches a series of techniques, anchored by the WZ Non-Confrontational Method to integrate strategic preparation, behavior interpretation, and structured questions which allow an interviewer to successfully adapt to any type of investigation.

Over 450 programs are facilitated annually for clients in human resources, loss prevention, executive management, compliance, law enforcement and government agencies. Each program is specifically designed with the individual client to ensure maximum application value.

We encourage you to take the time to look through our website and you will find out exactly why Wicklander-Zulawski & Associates, Inc. is a leader in the industry.

[Visit Our Website](#)

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