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THE HARMAN HEADLINE

Personal Injury, Workers' Compensation, and Employment Lawyers



THE BALANCING ACT OF A PARENT AND PROFESSIONAL

HOW MY PARENTS SHAPED MY WORK ETHIC AND PARENTING STYLE

As a lawyer and a parent, life is a constant balancing act. With National Working Parents Day on Sept. 16, it seems like the perfect time to reflect on my hardworking parents' example and how I now find myself in the middle of the mayhem.

Growing up, my dad was always hustling in blue-collar jobs, often working those late-night second shifts no one ever wanted. My mom took a few years off when I was young, then got her GED — something I'll always be incredibly proud of her for doing. She started in fast-food, volunteered for county social services, and eventually climbed the ladder to become an administrative assistant, then all the way to department supervisor. Her determination has always inspired me because I knew she put in the hard work, and that isn't easy.

Growing up in the mountains of Virginia, my dad would drive coal trucks from early in the morning until late at night. When we moved to North Carolina, he got a job driving a concrete truck. Despite his grueling schedule, he always made time for my sporting events and was present whenever he could be. As a kid, I took this for granted, but now, as a parent, I fully appreciate his dedication. We often don't realize all the sacrifices our parents made until we become parents ourselves!

Fast-forward to now, and I'm a parent to 6-year-old triplets. My wife has always preferred work over the stay-at-home life and returned to her job after only five months of maternity leave. Fortunately, she has been able to cut back from her full-time schedule to 30 hours a week, which has helped keep our family life from toppling over like a house of cards! Also, as a firm owner, I have more flexibility, but that doesn't mean I

have more time. After a few years of trial and error, I've learned it's all about being intentional with the time I have.



I make it a point to be present at every event, whether a sports game or school performance. I put my kids to bed every night and spend time with them in the mornings. This flexibility allows me to juggle work and family life more effectively, though it's not without its challenges. Mornings start at 6 a.m. for me, and my triplets are sound sleepers, giving me a precious hour or so to respond to emails and get a head start on the day before the chaos begins. For me, flexibility means early mornings, video meetings out of the office, and phone calls on the run!

One of the biggest lessons I've learned through these six years is to cherish the madhouse moments because they are fleeting. My kids will be grown up before I know it, and I want to make the most of my time with them now. I'm grateful for the flexibility my job provides and am more than happy to keep up this balancing act so that I can spend time with them.

To all the other working parents out there, I salute you. Whether working long hours or juggling multiple jobs, your dedication and hard work do not go unnoticed. As we celebrate National Working Parents Day, let's take a moment to appreciate the efforts of all working parents. Whether you're navigating the challenges of parenthood, striving for professional success, or both, know that your hard work makes a difference. Keep pushing forward, and remember to cherish the moments that matter most.

— Michael Harman

Score Big With Kid-Friendly Tailgates

Football season is underway, and many Americans will start spending their Saturdays and Sundays tailgating in stadium parking lots. It doesn't matter if you're going to an NFL or college game; tailgating is a great way to spend time with your friends and family before the big game. While many tailgates consist of adult activities like drinking alcohol and blasting loud music, many prefer to make it a family affair.

If you plan to have kids at your tailgate, you need to ensure they have everything they need to have fun. Here are a few ways you can help your kids make the most of their day at the tailgate!

BRING KID-FRIENDLY SNACKS AND DRINKS.

The average tailgate lasts a few hours, and most people enjoy at least one meal during that time frame. While most tailgate foods are simple appetizers and easy-to-make dishes, ask your

kids or any kids attending if they want anything specific. Fill one of your coolers with sliced fruit and juice boxes to ensure your kids have a healthy food option and child-friendly drinks.

PLAN A FEW DIFFERENT ACTIVITIES.

Your kids will get bored if there's nothing to do at the tailgate besides listening to pregame coverage and talking to others. Invest in cornhole boards or other games, and see if someone in your group is comfortable with face painting. It doesn't have to be extensive, but having a few kid-friendly activities prepared will keep boredom at bay.

ENCOURAGE YOUR KIDS TO SHOW SUPPORT FOR THEIR TEAM.

Whether you're a fan of the home or away team, you and your kids should wear the right colors to show your support. Let your kids pick out a shirt, jersey, hat, or other team-affiliated apparel to help them get involved.

Finally, don't forget about your child's need for a nap. Be sure to bring pillows and a blanket for them, and set up a comfortable spot for them to rest when needed. Doing so will allow everyone to enjoy the upcoming game to the fullest.



What Happens After the Report?

HOW COMPANIES SHOULD ADDRESS WORKPLACE HARASSMENT

After reporting workplace harassment, the first thing to understand is that the company is obligated to take your complaint seriously. While no set rule mandates how they should investigate your report, they must review and investigate your claim **no matter what**. After you've submitted a workplace harassment report, these are the next steps you can expect.

BEGINNING THE INVESTIGATION AND REMEDIAL ACTION

The investigation process should ideally begin promptly after you file your complaint. While you may not always be informed of the specific details or the final conclusion, the company is supposed to let you know when they have completed their investigation. This transparency helps reassure employees their concerns are being addressed.

Legally, the company should take proper remedial action to address the harassment. If they can substantiate the claims, they must

implement measures to stop the harassment and ensure a safe working environment.

UNDERSTANDING COMPANY VS. EMPLOYEE LIABILITY

Generally, liability falls on the company once it is aware of the harassment. The company cannot be held responsible for every employee's actions; however, once an employee makes a report and the company does nothing to stop the harassment, it can be held liable if the harassment continues. As a result, companies must take remedial action to prevent further incidents.

KNOWING YOUR PROTECTED RIGHTS

When reporting harassment, specify if the harassment was based on a protected characteristic, such as race, gender, age, or religion. Clearly stating this can help create a legally protected activity. This is important because it protects against any potential retaliation for making the report. Retaliation for

reporting harassment based on a protected characteristic is illegal and should be addressed immediately if it occurs.

WATCHING OUT FOR RETALIATION

Be mindful of any retaliatory actions taken after reporting harassment. If you experience any negative consequences, such as demotion, pay cuts, or further harassment, it is vital to report these actions. Any retaliation is illegal and should be handled with the same seriousness as the initial harassment complaint.

Understanding what to expect after making a complaint can help you confidently navigate the process. Remember, the company is legally obligated to investigate and take remedial action to address the harassment. If you face any issues during or after the complaint process, do not hesitate to contact our team so we can ensure your rights are protected.

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RETURN TO WORK WITH EASE

KNOW YOUR RIGHTS TO ACCOMMODATIONS AFTER AN INJURY

Returning to work after an injury can be daunting, but being well-informed about your rights and knowing best practices can ease the transition. Aside from understanding laws like the Family and Medical Leave Act, you should also know how to effectively communicate with your employer for a smooth and fair return to the workplace. Here's a guide to help you through this process.

KNOW YOUR RIGHTS.

Every employee should know their legal rights when returning to work after an injury. Under the Americans with Disabilities Act (ADA), employers are required to offer reasonable accommodations for employees who have sustained injuries or disabilities. Additionally, the Family and Medical Leave Act (FMLA) allows employees to take up to 12 weeks of unpaid, job-protected leave per year for severe health conditions, including injuries. This act ensures that employees can return to their jobs with the same pay and benefits.

COMMUNICATE WITH YOUR EMPLOYER AND DOCTOR.

Clear communication with your employer is crucial when planning your return to work. You should always discuss any restrictions or accommodations your health care provider recommends. Keeping your employer informed helps them prepare for your return and to make any necessary adjustments to your work environment.

Your health care provider will also play a vital role in your recovery and return to work. Follow their recommendations carefully and attend all follow-up appointments. If your doctor prescribes specific work restrictions, communicate these to your employer. Prioritizing your health and not rushing back to work before you are ready are essential.

REQUEST REASONABLE ACCOMMODATIONS.

Do not hesitate to request accommodations from your employer. This could include adjustments to your workspace, modified duties, or a gradual return to your regular schedule. Employers are legally obligated to consider your requests and make accommodations that do not cause undue hardship to the business.

MONITOR YOUR PROGRESS.

After returning to work, keep track of your recovery and any challenges you face. If you experience difficulties performing your job duties or if your condition worsens, communicate this with your employer and health care provider. Adjusting your work responsibilities or taking additional time off to fully recover may be necessary.

Returning to work after an injury requires careful planning and open communication. If you encounter any issues or feel your rights are being violated, do not hesitate to reach out to the Harman Law team. We're here to help you return to work the right way.

PERFECT PEACH COBLER

Made with fresh, juicy peaches and a buttery, golden crust, this peach cobbler is the perfect blend of sweet and tart.



INGREDIENTS

- 6 cups sliced fresh peaches
- 1/2 cup granulated sugar
- 2 tbsp all-purpose flour
- 1/4 tsp ground cinnamon
- 1/4 tsp ground nutmeg
- 2 cups all-purpose flour
- 1/3 cup packed brown sugar
- 2 tsp baking powder
- 1/2 tsp salt
- 1/2 cup cold butter, cut into pieces
- 1/2 cup milk
- 2 tbsp butter, melted

DIRECTIONS

1. Preheat oven to 375 F and grease an 8-inch square baking dish.
2. In a large bowl, combine peaches, sugar, 2 tbsp flour, cinnamon, and nutmeg; mix until blended, then spoon into prepared dish.
3. In a medium bowl, combine 2 cups flour, brown sugar, baking powder, and salt.
4. Cut in butter with forks or pastry knife until mixture resembles coarse crumbs.
5. Add milk and stir until just blended.
6. Drop dough by spoonfuls onto peach mixture and drizzle melted butter on top.
7. Bake for 40–45 minutes or until top is golden brown.



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Sudoku Solution

JOURNEY BENEATH THE SURFACE

The Fascinating Underground City of Derinkuyu

When you hear the word "turkey," you probably think of a large bird with a scaly redneck associated with Thanksgiving feasts nationwide. What you may not immediately think of is the historic nation of Turkey, officially known as the



Republic of Türkiye, on the geographic and cultural border of Europe and Asia, straddling the Mediterranean and Black Seas. The country was once the center of the great Ottoman Empire, which existed for over six centuries and encompassed much of Eastern Europe, North Africa, and the Middle East. But long before the Ottomans ruled this land, thousands lived underground in the fantastical city of Elengubu, known today as Derinkuyu.

UNEARTHING DERINKUYU

Derinkuyu is more than 275 feet beneath the surface of the volcanic region of Cappadocia Valley in modern-day Turkey. At one point, this gargantuan, cavernous city accommodated up to 20,000 people. Despite its massive size and over 600 entrances scattered around its labyrinthine network of underground homes, granaries, stables, and religious structures, a

local chicken farmer only rediscovered it in 1963. As the story goes, the chicken farmer kept losing his chickens to a small crevice near his home, from which they would never emerge. After digging, the farmer discovered a passageway, one of the many lost entryways leading to Derinkuyu.

MYSTERIOUS ORIGIN

No one knows precisely when Derinkuyu was constructed. Some theories say the ancient Hittites could have built it during the Bronze Age. However, whoever originally started the city did not expand it to its current sprawling dimensions. The Phrygians later inherited the city in the Iron Age and expanded it to accommodate their larger population. Whatever the whole story, one thing remains true: A remarkable, mysterious city with cavernous confines is just begging to be explored.