



## **BV-SHRM Business Seminar September 10, 2019**

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### ***You asked for it!***

#### **Discrimination Beneath the Surface: Unconscious Bias & Dog Whistle Bias in the Workplace**

**Presented by: Robert G. Chadwick, Jr. – Managing Member - Seltzer, Chadwick, Soefje & Ladik, PLLC**

Employment discrimination laws outlaw more than mere conscious or overt bias in the workplace; employment decisions based on unconscious bias of which an employer may or may not be entirely aware can also be unlawful. Moreover, certain words in the workplace may seem innocuous, but may nevertheless be code words designed to mask unlawful bias or stoke unlawful fear or prejudice in others; the use of such code words is frequently referred to a “dog-whistling.” This presentation is designed to educate employers as to the phenomena of unconscious bias and dog whistle bias and to outline risk management strategies for combatting the legal exposures associated with such biases.

#### **Responding to Growth: How to Prepare for the Next Generation of Workforce**

**Presented by: Audrey Schroyer, Marketing & Engagement Manager - Brazos Valley Economic Development Corporation (BVEDC)**

In this presentation, you will gain insight to where the Brazos Valley has been, where it is now, and where it is going in terms of population and community growth and most importantly, the development of the future workforce.

#### **Conducting Effective Investigations**

**Presented by: Charles H. Wilson, Shareholder – Littler Mendelson, PC**

Whether you are investigating workplace harassment or potential whistleblower claims, an effective investigation can help limit or eliminate your company’s liability exposure. This program will discuss steps you should take in conducting proper workplace investigations. Specific topics include: events that trigger the need for an investigation, best practices for initiating an investigation, preserving attorney-client privilege, preserving confidentiality without running afoul of the NLRA, when to partner with a third-party investigator, documentation of the investigation including appropriate note taking, the power of credibility and making recommendations, and concluding the investigation and related follow-up.

#### **What’s Going on in Labor and Employment Law: 2019 and Beyond**

**Presented by: Alexis C. Knapp, Shareholder – Littler Mendelson, PC**

This program will provide an update on what’s been going at the Supreme Court, the EEOC, the DOL and the NLRB, as well as at the state and local level, regarding employee rights and employer obligations. Specific topics include EEOC enforcement priorities and trends, developing wage and hour issues in how employees are paid and classified, medical issues in the workplace (FMLA, ADA and more), the trend toward paid sick leave (now even in Texas!!), social media and other activity by employees and what rights employers have in that regard, marijuana and service animals and other challenging questions, and more.

#### **Discipline and Discharge Best Practice**

**Presented by: Stephen J. Quezada, – Ogletree, Deakins, Nash, Smoak & Stewart, P.C.**

“I fired her because she had a bad attitude and was rude”. Now show me documents and provide specific examples with dates and witness to prove it. Can’t do it? Defensive documentation is the best and first step to protecting your organization against an employment claim. That starts with documenting disciplinary actions and appropriate reasons for termination. This seminar focuses on best practices for having tough conversations, documenting performance issues, and separating an employee.

#### **I got a letter for the EEOC and it’s not an invitation to a seminar ... Now what do I do?**

**Presented by: Marina Guerra, Enforcement Supervisor - EEOC**

When you do get a letter it is important to keep breathing ... we lose more HR professionals that way. Remember just because you receive a letter from us only means we have one side of the story and now we want you to give us the other side of the story. This session will take you through the process and show the best way to respond to a charge. Bring your questions, concerns and criticism and get answers.



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