



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

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***You asked for it, you got it!***

### **Emerging from the Shadows: Unconscious Bias in the Workplace**

**Presented by:** Katrina Grider | Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

All humans have unconscious biases—simply as an integral part of how the brain functions and processes the millions of bit of information it receives every second. While the existence of unconscious bias is inevitable, the way we deal with hidden biases in the workplace is enormously important. In this session, we will examine how unconscious biases may influence workplace decisions, communications, and interactions and discuss and learn important takeaways about how to address our own biases once we become aware of them.

### **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, P.C.

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, P.C.

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 Quezada, – Ogletree, Deakins, P.C.

### **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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