

ERMA AB 1825 Live Training Workshop - San Ramon

Announcement Information



The Employment Risk Management Authority (ERMA) will be presenting a regional AB 1825 live training workshop entitled, "MAXIMizing the Workplace." Please see the details below if you are interested in attending.

Lucchesi ✓
Vignolo
Huang
Durham
Nienhuis
Heine

Workshop Date, Time, and Location

September 2, 2010
 9 a.m. to 12 p.m.

City of San Ramon

San Ramon Community Center
 Fountain Room
 12501 Alcosta Boulevard
 San Ramon, CA 94583

MAXIMizing the Workplace Description

After more than two decades of providing innovative risk management solutions for its clients, BRS developed the Maxim Risk Management™ Program – a principle-centered and problem-solving approach to training and educating employees, managers, and supervisors on developing professional workplace environments. Our workshop is AB 1825 complaint, and includes the relevant law of sexual harassment and discrimination. But we also focus on the underlying principles for why we should adhere to the law, why we should care about creating a positive workplace environment, and how to make anti-discrimination law and policies meaningful and purposeful to all employees. We look forward to a practical, interactive, and lively workshop.

Presenter:

Gerry Preciado, a licensed attorney, is responsible for the Employment Practices Liability (EPL) consulting practice at BRS. He consults with public and private entity clients to assist them in their efforts to develop professional workplace cultures where employees can thrive. In addition to his consulting work, Gerry also tailors training programs that meet the specific EPL needs of private and public sector clients. A sought after speaker who has been invited to speak at conferences across the country, Gerry holds a JD and BA from the University of California, Los Angeles. Prior to joining BRS in 2003, he was a trial attorney with the law firm of Bullivant Houser Bailey PC, and was part of the employment litigation and counseling practice group of several other law firms.

Important reminder regarding ERMA Trainings:

It is our members' responsibility to keep track of the employees who have attended ERMA trainings for AB 1825 compliance purposes. ERMA does not generate a sign-in sheet or keep a record of attendees. At the end of the training, all attendees will be given a

*MAXIM*izing The Workplace Environment

Improving Workplace Cultures one Interaction at
a Time.



2010

Doing the same thing over and over again and expecting different results.
Einstein Defines Insanity

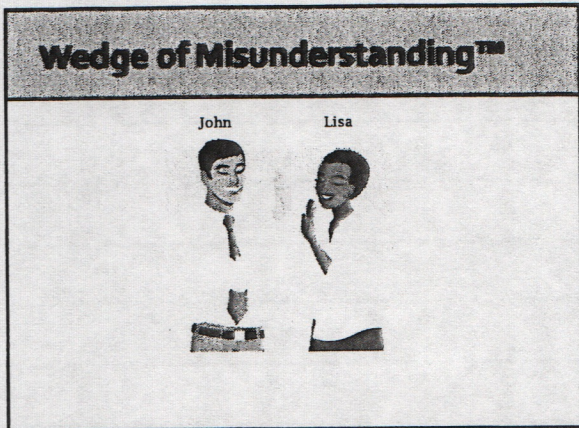
Roadmap

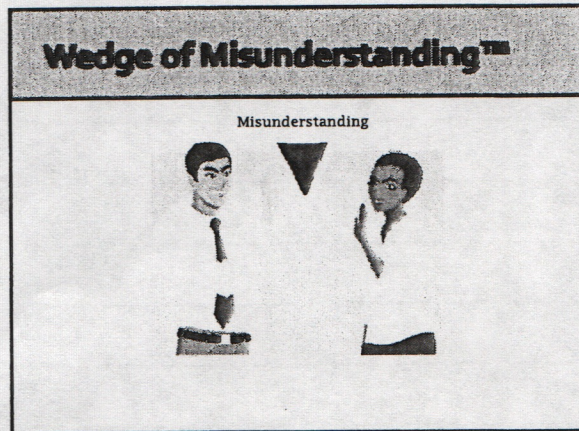
- Refresher on Overcoming Workplace Wedges
- Maxim Leadership™
 - Credibility-*Walk the Talk*
 - Buy In-*Encourage Authentic Participation*
 - Momentum-*Champion the Cause*
 - Equity-*Encourage Accountability*
- The Supervisor's Duties and Obligations

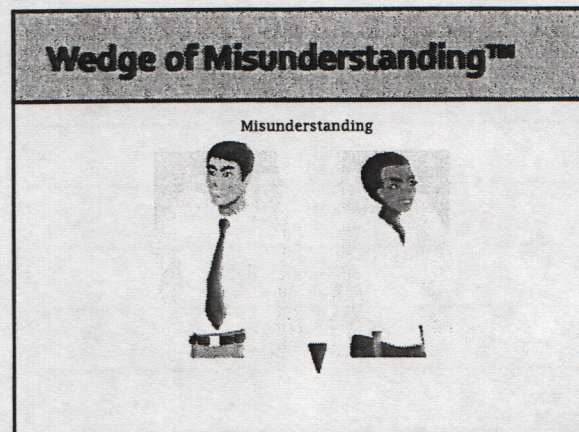
CONSIDER SURROUNDINGS

DO NOT STAY TOO FOCUSED IN ONE AREA.

Part I
Overcoming Workplace Wedges
 What every good manager and supervisor must know.

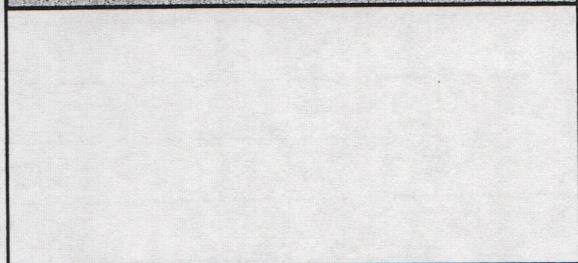






Why Should We Care?

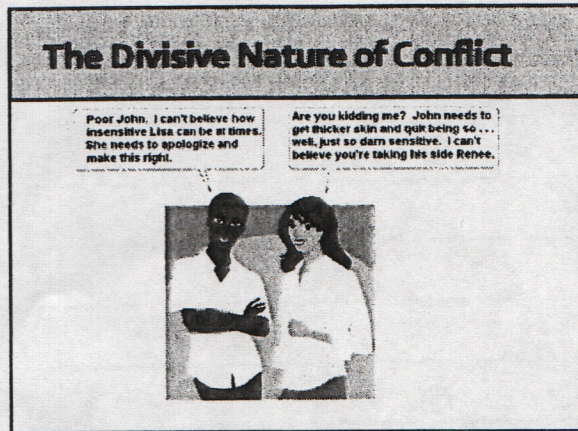
... their wedge, their problem! Right?



The Divisive Nature of Conflict

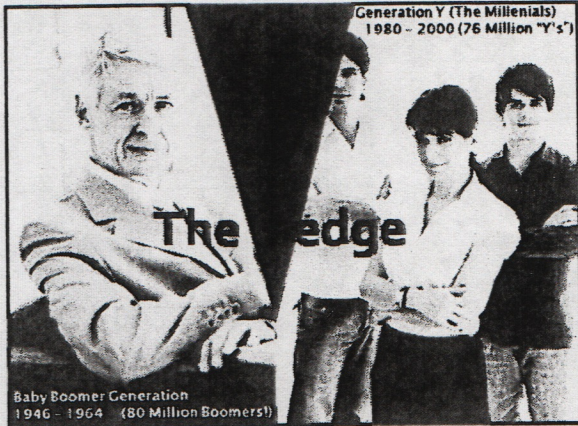
Poor John. I can't believe how insensitive Lisa can be at times. She needs to apologize and make this right.

Are you kidding me? John needs to get thicker skin and quit being so... well, just so darn sensitive. I can't believe you're taking his side Renee.



The Wedge Rears it's Head Again





The Ultimate Wedge Remover
empathy

1) LISTENING (Drop your Position)
2) VALIDATE FEELINGS OF THE OFFENDED PERSON

Failing to Remove the Wedge
... can be hazardous to your health.

Part II
Leadership
Becoming a fabulous manager or supervisor.

MAXIM Leadership™

- Walk the Talk
- Encourage Authentic Participation
- Champion the Cause
- Encourage Accountability

Maxim One
Walk the Talk

Maxim Three
Champion the Cause

Champion the Cause

The MOMENTUM Maxim

- Change is difficult. Sometimes people get impatient and frustrated and start to abandon, undermine, or bad mouth the collective efforts to move the culture forward. This is destructive to the team-building and culture shifting process.
- Leaders alone cannot keep change moving on its course. Nonsupervisory leaders must also champion the cause when it is needed.
- When we allow a few to undermine the efforts of the many, we are basically giving them our authority and power to control our environment. We are left powerless.

Maxim Four
Encourage Accountability

Sexual Harassment

- Both federal and California law prohibit sexual harassment in the workplace.
- Sexual harassment is commonly categorized into one of the following:
 - Hostile work environment
 - Quid Pro Quo

Sexual Harassment

Quid pro quo. When submission to sexual advances or conduct is made a condition of employment. Usually occurs when a supervisor makes a request for sexual favors, the behavior/request is rejected by the subordinate, and the rejection results in an adverse tangible employment action (ex., demotion, change in duties) towards the subordinate.

Hostile Work Environment

- Offensive conduct to a reasonable person
- Sexual in nature or based on sex
- Unwelcome
- Sufficiently severe or pervasive to alter the conditions of employment

Examples of Inappropriate Visual Conduct

- Inappropriate visual conduct may consist of (but is not limited to):
 - Pornography
 - Sexually-suggestive screen savers on computers
 - Cartoons or pictures that depict either sex in a demeaning way
 - Other individuals engaged in sexual behavior, even of a non-graphic nature

Who can create sexual harassment?

- Co-workers
- Managers/Supervisors
- City Council / Elected Officials
- Appointed Officials
- Temporary Workers
- Vendors
- Members of the Public

What does it look like?

- Sexual harassment most commonly occurs by way of a Man Harassing a Woman. However, it is also unlawful for:
 - Men to harass other men
 - Women to harass men
 - Women to harass other women

Discrimination

Discrimination

Federal and State Law Prohibit Discrimination Based on Protected Classifications.

- Without reading ahead, how many classifications can you name?

Discrimination

Protected Classifications Include:

Age	Ancestry
Color	Religious Creed
Disability	Pregnancy Disability
Marital Status	Medical Condition
National Origin	Race
Sexual Orientation	Sex/Gender/Transgender

8/2/04 - 3 Protected Classifications
Race, Sex, Religion

What if I say it or do it . . .

- When "they" are not around?
- But do not mean anything by it?
- And nobody objects?
- And I tell them they can reciprocate?

Frequently Asked Questions

- What if the conduct occurs away from work or during non-work hours?
- Do I have a duty to report sexual harassment or discrimination?
- Is it okay to talk to the person and ask them to stop?

Where We Traveled Today

- Be a Wedge Extractor
 - Stop, drop your paradigm, listen and validate.
- Be a Leader – Maxim Leadership™
 - Credibility-*Walk the Talk*
 - Buy In-*Encourage Authentic Participation*
 - Momentum-*Champion the Cause*
 - Equity-*Encourage Accountability*
- The Supervisor's Legal Duties and Obligations
