

# Northern Utah Human Resource Association

April 2018 Issue  
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## NEWSLETTER



### Harassment Cases

The #MeToo movement has quickly spread across the U.S., and for businesses, it can be unnerving not knowing if anyone will come forward with accusations against their employers or coworkers. It may be impossible to know the actual numbers, as not every victim has or will come forward with it, but in a recent NBC/WSJ poll 62 percent of men and 71 percent of women say that workplace sexual harassment is widespread. It is critical that businesses take a proactive approach to help avoid a public black eye, but more importantly, incidents of sexual harassment in the workplace.

As we conduct harassment investigations, HR needs to decide who is being more credible in their story, as each party will say the other is lying. Open-ended questions can help, and according to an article recently published on the SHRM website, neutral investigators, timely questioning and a culture that encourages the reporting of incidents also are key to conducting accurate inquiries.

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### Upcoming Events

We have most of the year planned out and submitted to HRCI and SHRM for recertification credits.

Here's a preview of what the next few months have in store:

- May 17, Half Day Conference at the OWATC!
- June 21, Todd Anderson will present HR Case Studies
- July 19, Roger Knecht will present the 4 Keys to Success

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## Harassment Cases, cont. from page 1

Examples of open ended questions for the complainant include the following:

Who might have seen the interaction?

Whom did she or he tell about it?

Why was it uncomfortable?

Did she or he say anything?

What? To whom?

Potential questions for the accused could be:

- "Tell me about ... "
  - "Multiple sources tell me they overheard you say X, Y and Z. What do you remember?"
- "Someone believes your conduct went too far. How would you respond?"

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/harassment-cases-he-said-she-said.aspx>

As members of SHRM and NUHRA, there is a great deal of support provided online and within our local community. We should utilize the tools we have to help ensure ours is a workplace actively involved in the training and development of all employees.

## HALF DAY CONFERENCE

Have you registered for NUHRA's annual conference?

It has already been approved for HRCI and SHRM credits and has speakers you won't want to miss.

**7:45** Registration and Continental Breakfast

**8:00** Scott Ferrin—Six Smart HR Strategies for Addressing Today's Serious Skills Gap

**9:00** Break

**9:15** David Horning—Discover Your Motivation: Why We Work the Way We Work and How to Do It Better

**10:15** Break

**10:30** Sally Wineman—How Will Changes in Healthcare Policy Impact Benefits Strategy

**11:30** Lunch and Networking

**12:30** Jesse Oakeson & Mark Tolman—Legal Update

**1:30** Wrap Up