



February 2020

# NUHRA Newsletter

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## 2020 Board Members

<b>President</b>	Ronda Bateman
<b>President Elect</b>	Miles Romney
<b>Secretary</b>	Erica Robinson
<b>Treasurer</b>	Ashley Shreeve
<b>VP Membership</b>	Stacey Comeau
<b>Communication</b>	Christina London
<b>Programs</b>	Steven Maughan
<b>Certification</b>	Shauna Greer
<b>Hospitality</b>	Alison Evans
<b>Workforce Readiness</b>	Darren Rogers
<b>Diversity</b>	Nick Allen
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<b>Public Relations</b>	Maddie Page
<b>SHRM Foundation</b>	Elizabeth Phillips
<b>College Relations</b>	Veronica Akers
<b>Student Chapter President</b>	Leland Cassel
<b>Past President</b>	Tia Larsen
<b>Employment Law Specialist</b>	Jesse Oakeson
<b>Golf Committee Chair</b>	Shawn Choate

### INSIDE THIS ISSUE

2020 Board Members	1
2020 Planning	1
Handling Harassment	2
Upcoming Events	3

## 2020 Planning

We are looking forward to another great year at NUHRA. We just finished our big planning meeting along with the state SHRM leadership training and we are excited for our members and what NUHRA has to offer.

If you know of anyone that is not a member, please reach out and bring them to one of our lunch meetings.

This year we'd like to be better at communicating the benefits NUHRA has to offer as part of membership in our chapter. We'd love to create some documents that could easily be passed on to your friends and co-workers to help facilitate having them join or at least try us out by coming to one luncheon on us.

We look forward to a great year. Thanks for being part of it!

Ronda Bateman  
2020 NUHRA President

AFFILIATE OF

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

## Handling Harassment

As Human Resource professionals, when an employee files a harassment complaint, we know instinctively that we need to take the matter seriously and act promptly to investigate and take appropriate action.

We've been trained to know the definitions of the different types of harassment and from experience we know that these issues are often sensitive and embarrassing for employees to discuss. As such, they usually elicit a lot of gossip, which can taint an investigation and get back to the complaining employee.

We've all experienced this, whether it has been in our career as an HR professional or as an employee seeing the rumor mill at its worst.

My first experience with harassment was in 7<sup>th</sup> grade. We had a shop teacher that took pride in his irritability. Nobody could get an assignment right and it didn't help to ask questions. The only responses we received were insults and jokes. That is, until one day a girl in a short skirt asked a question and got a legitimate answer. I hate to admit this, but the day of the Valentine's dance came and I chose to wear a skirt that was shorter than I normally would have. I felt like I had to do it. It was the only way to get help with my assignments and get the A I needed to maintain my 4.0 GPA (you know middle school grades are *so* important). As predicted, the girls dressed in short skirts were given ample attention. I was even invited to stay after school for extra help.

After a lot longer than we should have had to deal with this type of treatment, a group of girls decided to talk to the principle about the situation. We were ignored. Finally, someone decided that our stories didn't sound made up. They sounded like inappropriate behavior.

The principle finally agreed to meet with us! Unfortunately, it was only to tell us that the shop teacher was being let go as part of a reduction in force and they would not need to investigate the issue. While we were happy to not have to deal with this issue for much longer, we felt deflated. I had learned at this young age just how terrible we make victims feel when we refuse to validate or at least document their experiences.

Early in my career, someone told me to ask this question as part of each investigation: "What would you like to have happen?" Usually, they want the problem resolved. Only seldom does an employee want the other party fired and most often that employee isn't entirely innocent him/herself. This taught me that an employee quitting or being fired for a different reason is not a proper resolution to a harassment claim. Victims don't complain because they want vengeance; they complain because they want a better workplace. To do that, we need to take complaints seriously and follow-up.

Fast forwarding to the end of the school year, we all learned that the union had stepped in and saved his job. Not only would our complaints not be investigated, the principle had failed to document them at all. Now he had his job back and had a clean slate. He would go on to harass many more students.

Since then I've been able to help train many new HR employees. Inevitably, one will ask me, "Should I still investigate this harassment complaint, even though the employee is quitting?" My answer is always, "YES!" You never know what the future will bring and you always want documentation that you handled the complaint promptly and with professionalism.

Just the other day I read an article from my home town newspaper. Another teacher, now in administration, was accused of harassment and chose to resign. The school district did not investigate the matter further since he handed in his resignation. Having been in HR for a while, I know that we don't know what really happened and that often people resign for many reasons other than guilt. The story brought me back to 7<sup>th</sup> grade and how I wish they had bothered to investigate further. How do the victims feel when their complaints go uninvestigated? How does the accused feel when he/she isn't given the chance to explain? How does your overall morale suffer as a result?

As HR professionals, we know that harassment complaints are serious, but we may not all know exactly how to handle different situations. This is why I am extremely grateful for our NUHRA network and for competent legal counsel. As we know, one wrong step when it comes to a harassment investigation can have very unfortunate results. – Christina London

## Upcoming Events

### February Luncheon

**When:** February 20  
**Time:** 11:30 – 1:00  
**Where:** Davis Hospital

Mariel Reimann from the UALD will present to us.  
 Please RSVP before noon the Monday prior.

### March Luncheon

**When:** March 19  
**Time:** 11:30 – 1:00  
**Where:** Davis Hospital

James Hadlock will present to us: Addicted to Silence: The Alarming Truth About Mental Health and Addiction at Work.

Please RSVP before noon the Monday prior.

### April Luncheon

**When:** April 16  
**Time:** 11:30 – 1:00  
**Where:** Davis Hospital

Mickie Douglas from the Social Security Administration will present to us an overview of Social Security benefits.

Please RSVP before noon the Monday prior.

**These luncheons have been pre-approved by SHRM and HRCI.**



## NUHRA 2020 Calendar

<p><b>February 20</b>                  Luncheon                  Davis Hospital                  11:30 – 1:00</p>	<p><b>March 19</b>                  Luncheon                  Davis Hospital                  11:30 – 1:00</p>	<p><b>April 16</b>                  Luncheon                  Davis Hospital                  11:30 – 1:00</p>
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see calendar items in detail:

[www.nuhra.org](http://www.nuhra.org)