



SNVSHRM July Happenings

Upcoming Events

- **August 8, 2019, 7:30 – 9:30 am – Legal Update – Active Shooter Preparation: Workplace Violence Planning and Strategies for When Shots Ring Out**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **August 9, 2019, 10:00 am – 1:00 pm – A Job Fair Especially for Older Workers**
 - CSN – Charleston Campus – Building D Lobby
 - 6375 W Charleston Blvd.
 - Las Vegas, NV 89149
 - [Learn More](#)
- **August 22, 2019, 5:00 – 8:00 pm – SNVSHRM Summer Mixer**
 - MacKenzie River Pizza, Grill and Pub
 - City National Arena
 - 1550 S. Pavilion Center Dr.,
 - Las Vegas, NV 89135 (Located second floor)
 - [Register Here](#)

Don't forget to bring your business cards to SNVSHRM meetings to participate in raffle drawings for valuable prize giveaways!



Legal Brief

WORKPLACE VIOLENCE IS UP

by Roy Maurer

About half (48%) of HR professionals said their organizations had at some point experienced workplace violence, according to a 2019 SHRM survey. That's up from 36% in 2012. Incidents included harassment and intimidation, as well as physical assaults and homicides.

Most employees reported feeling safer in organizations that provide programs to prevent workplace violence and train employees to respond to violent incidents, according to separate research from NORC at the University of Chicago, an independent research institute. But less than half said their organizations have programs in place to prevent violence at work or provide training to workers on how to respond to an act of workplace violence.

A culture of safety starts with a firm commitment from and the active involvement of senior leadership, said Hector Alvarez, founder of Alvarez Associates, a Sacramento firm specializing in preventing workplace violence. ***Employers should then conduct an audit to identify and correct gaps in workplace safety and security.***

"Many organizations address threats of violence on a case-by-case basis without a structured and formal assessment process," Alvarez said. "This lack of structure supports, even encourages, a poor crisis-response environment. The time to prepare for and prevent workplace violence is before threats happen."

Programs to prevent workplace violence should highlight a zero-tolerance policy for violence--including threats, intimidation and harassment--at work, said Beth Zoller, legal expert at XpertHR, an online HR resource site. She added that employers should have policies addressing workplace-violence prevention, visitor security and weapons at work.

Employers may also need to rethink their termination procedures. For instance, experts advise employers to:

- Keep termination meetings brief, and schedule them for the end of the day to minimize confrontation and embarrassment.
- Work with building security and local law enforcement in risky terminations.
- Review what can and cannot be done to lawfully restrict employees from possessing weapons on workplace property.
- Counsel those in termination meetings on de-escalation techniques; the use of a calm, nonconfrontational approach; and how to avoid physical contact with the affected employee.
- Offer outplacement services, resume help and, if appropriate, a letter of reference to the terminated employee.

"Education has to start from the top down, and often that starts with HR," said SHRM president and chief executive officer Johnny C. Taylor, Jr., SHRM-SCP.

Attend the Southern Nevada SHRM meeting on Thursday, August 8, 2019 for an opportunity to ask LVMPD Officer Bobby Chamberlain questions specific to your workplace.

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## SHRM Membership Special

Special SHRM membership offer for Southern Nevada SHRM's members: Save \$20 on a new or renewal SHRM membership by 12/31 with promo code State20 and get access to the HR tools and resources to help you be confident, compliant and current on all things HR. <https://www.shrm.org/>

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SHRM Learning System Study Group

We are excited to announce that registration for the Fall 2019 Chapter Study Group is now OPEN! If you are planning to sit for any HR certification exam, participation in our Chapter Study Group will give you the edge that will make a difference.

In addition to being revised around the updated 2019 SHRM BoCK (Body of Competencies and Knowledge), the 2019 SHRM Learning System includes many new features to enhance the learners' experience:

- Competencies in Action: engaging activities to promote and differentiate the behavioral competencies.
- Online access to the Learning Modules: via an embedded e-reader, accessed within the system on a computer or device when a student is logged in. **This online access is available for 18 months after the date of your purchase.**
- Access to downloadable e-files: for use via an e-reader device, providing disconnected access for students on the go.

The SNV SHRM Chapter Study Group price of only \$495 is the lowest of all HR Certification test preparation courses even with the service fee of \$65 to cover shipping and handling. The Total fee is \$560. This fee is only available to participants in the Chapter Study Group and is the lowest fee available anywhere.

Plus, we provide access to local, certified HR professionals to answer your questions for no additional fee. The first session of the Fall Chapter Study Group will meet on Wednesday, September 11, 2019 from 6-9 pm and 11 weeks thereafter. In order for you to have time to receive your materials and prepare for the first session, **we will need your payment by August 17, 2019.** Your written materials will be delivered to you within one week of placing the group order.

The location for the study group meetings has not yet been decided, it could be in your office.

For more information email connyeharper@gmail.com

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