



SNVSHRM October 2018 Happenings

- **October 10, 2018 – SNVSHRM Fall Mixer Benefitting the SHRM Foundation!**
 - El Dorado Cantina
 - 3025 Sammy Davis Jr. Drive
 - Las Vegas, NV 89109
 - \$10 per person
 - [Register Here](#)
- **October 11, 2018 – When Domestic Violence Comes to Work, What *MUST* HR Do?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **November 1-2, 2018 – HR’s Got Talent! Nevada State Conference**
 - Nugget Casino Resort
 - 1100 Nugget Avenue
 - Sparks, NV 89431
 - 199 Early Bird Pricing EXTENDED Through September 15th!
 - [Register Here](#)
- **November 8, 2018 – Why Hire Veterans?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **December 13, 2018 – Year End Legal Update**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)

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



The SHRM19 LAS VEGAS Volunteer Website is now up and running for volunteer interest list sign up and volunteer information. Interest List Volunteers from approved states will receive their first choice for days/shifts/assignments.



[Sign up today!](#)



Southern Nevada SHRM Presents...

Special Interests Groups

A place to share Best Practices and Brainstorm to find Solutions for your Professional Issues.

Employee/Labor Relations: Next Meeting Thursday, Oct. 18, 7:30 am-8:30 am, Cirque du Soleil 6775 Edmond, Third floor, Las Vegas 89118, **Topic: Performance Management**, Host Michael Lawrence, Facilitator: Dave Newton, 702.793.1397.

Compensation & Benefits: Next Meeting Tuesday, Oct 23, 6 pm-7:30 pm, Nevada HAND, 285 E Warm Springs Rd. Ste 100, Las Vegas, 89119, Host: Rocio Zavala 702.686.0372. **Topic: Open Enrollment Best Practices.** Facilitator: Nukinda Beets.

Talent Acquisition: Next Meeting Wednesday Oct 24, 6 pm to 8 pm, Eastridge Workforce Solutions, 650 White Dr., Suite 160, Las Vegas 89119, Near Warm Springs exit from I-215, Host Robyn Ruelas 702.420.3309. Facilitator: Kevin Panet.

Diversity & Inclusion: Next Meeting Thursday Oct 25, 5 pm-7 pm, Scientific Games, *New Location* 6601 S Bermuda Rd. Las Vegas, 89119, **Topic: Develop a D&I Plan for your Organization**, Host Kat Anderson, Facilitator: Connye Y. Harper, 702.539.8088

SHRM Seminars in Las Vegas

Course Title	Start Date
California HR: Applying CA Law to Employment Practices	10/29/18
SHRM-CP and SHRM-SCP Certification Preparation	10/29/18
Foundations of Compensation	10/30/18

[Click Here](#) to register for any of these seminars

Legal Brief

Presented by: Ogletree Deakins

Beware of the Search for the Digital Generation: Avoiding Discrimination Claims Based On Job Postings (or Descriptions) Advertising for new positions has dramatically evolved since the days of reading through the Help Wanted section of the newspaper. LinkedIn, Indeed and Zip Recruiter are just a few of the job boards and websites where you, as the employer, may routinely post your open positions. Further, you may post job openings to Facebook or other social media sites to attract new talent, which now presents new concerns since the ads can be sent to targeted groups. While you are preparing your job description, it is important to be sure you are not violating equal employment laws as the language you use will face increased scrutiny.

While nowadays it is rare that an employer will blatantly violate these laws by exclusionary language such as “only men need apply,” there are subtle ways, whether intentional or not, you can run afoul of both state and federal laws. Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against employees based upon protected statuses such as race, color, religion, sex, or national origin. Nevada law proscribes discrimination based on additional protected categories, such as gender identity and expression. Likewise, the Age Discrimination in Employment Act protects applicants and employees over the age of 40. These provisions, as well as other state and federal laws prohibiting discrimination, govern all aspects of the recruiting, interviewing and hiring process.

Employers should not include any questions or reference to gender, marital/parental status, unemployment status, race, ethnicity, age, non-job related disability, national origin or religion in job advertisements. While this sounds simple enough, there are less obvious phrases that may be oft used, but equally problematic. For example, phrases like “recent college graduate” or “young person with lots of energy” can imply a preference for younger applicants in potential violation of age discrimination statutes. Other phrases like “family oriented” or the newest phrase “digital native” (which may connote a preference for younger applicants who have not lived without digital media) can be problematic. Similarly, a requirement for a minimum number of years’ experience for a particular job may be indirectly discriminatory against a young person.

How do you avoid potential liability in the advertising process? Rather than focusing on candidate demographic attributes, list the job duties, responsibilities, and qualifications in an objective manner. Words like “hard-working” or “reliable” are not problematic, however, the more objective your description is the less concern that your ad will be accused of suggesting a preference prohibited by law. It is also a good idea to reiterate that you are an Equal Opportunity employer and nothing in the ad guarantees employment.

Not only is the wording of your recruitment ad potentially problematic, you need to exercise care when using social media to ensure that the selected media does not unlawfully exclude potential candidates. For example, if your job opening will only be placed in media that will reach persons between the ages of 20 through 30 years old, you may find yourself the focus of an age discrimination claim. Indeed, as has been alleged recently by the American Civil Liberties Union, employers potentially may be liable for delivering job advertisements via social media outlets selectively based on sex and age categories that employers expressly chose, which had the effect of excluding women and older workers from receiving the ads. Thus, it is a good idea to not only review the wording of your job descriptions, including anything used by recruiters, but where and how your recruiting advertisements are being posted as well.

Ogletree, Deakins, Nash, Smoak & Stewart, P.C. is one of the largest labor and employment law firms representing management in all types of employment-related legal matters. U.S. News –Best Lawyers® “Best Law Firms” has named Ogletree Deakins a “Law Firm of the Year” for seven consecutive years. In 2018, the publication named Ogletree Deakins its “Law Firm of the Year” in the Litigation – Labor & Employment category. Ogletree Deakins has more than 850 attorneys located in 52 offices across the United States and in Europe, Canada, and Mexico. Attorneys in the Las Vegas Office can be reached at 702-369-6800 or by visiting www.ogletreedeakins.com.

SHRM Learning System Study Group

We are excited to announce that registration for the Spring 2019 Chapter Study Group is now OPEN!

If you are planning to sit for any HR certification exam (PHR, SPHR, SHRM-SCP, SHRM-CP), 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 purchase.
- Access to downloadable e-files: for use via an e-reader device, providing disconnected access for students on the go. Plus access to many, many practice exams.

The SNV SHRM members-only price of only \$495 is the lowest of all available in-person HR Certification test preparation courses in the Valley even with the service fee of \$65 to cover shipping and handling. The Total fee is \$560.

Plus, we provide access to local, certified HR professionals to answer your questions for no additional fee.

The first session of the Spring Chapter Study Group will meet on Wednesday, January 9, 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 December 7, 2018.

The location for the study group meetings will be Scientific Games, new location, 6601 S Bermuda Rd. Las Vegas, NV 89119.

For more information email connyeharper@gmail.com.

SNVSHRM Fall Mixer

[Click Here](#) For More Information on the SHRM Foundation

[Register Here](#)



**Join SNVSHRM for our Final Mixer
of 2018 at:**



El Dorado Cantina®
Restaurant & Bar

This networking event benefits the SHRM Foundation! All proceeds will be donated to this values-based charity organization whose mission is to champion workforce and workplace transformation. To learn more about the SHRM Foundation,

When: October 10, 2018 5 pm—8 pm
Where: 3025 Sammy Davis Jr. Drive, Las Vegas, NV 89109
Cost: \$10 per person. Includes One (1) Drink ticket good for a Margarita, Chips and Salsa. A cash bar will be available along with a menu at Happy Hour pricing!



**Don't forget! Bring your business cards in order
to be entered in our raffles for fabulous prizes!**



Register for HR's Got Talent!



2018 NEVADA STATE
SHRM Council Conference
Nugget Casino Resort • November 1-2, 2018

[For More Information & Registration](#)