



SNVSHRM September 2019 Happenings

Upcoming Events

- **October 10, 2019, 7:30 – 9:30 am – What is the Future of HR?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **November 14, 2019, 7:30 – 9:30 am – Engagement 2020 – Where We are and What You Can Do**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **December 12, 2019, 7:30 – 9:30 am – Year End Legal Update**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)

PLEASE NOTE: At this time our Merchant Services is unable to accept credit cards.
Please be prepared to pay with cash or a check upon check in.

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



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Special SHRM membership offer for SNVSHRM'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. [Click Here to Join/Renew](#)  
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Legal Brief

Workplace Violence: What Does OSHA Require of Employers?

By Tracey Truesdale and Jason Patterson

Franczek recently hosted an at capacity seminar on preventing workplace violence. As a follow-up to that event, and as further introduction to Tracey Truesdale and Jason Patterson who frequently counsel employers on this issue, we would like to share what the law, and more specifically the Occupational Safety and Health Act, says about violence in the workplace.

What is workplace violence? The U.S. Occupational Health and Safety Administration defines workplace violence as "any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site." BLS statistics show that workplace violence is currently the third-leading cause of workplace deaths in the U.S.

Who commits acts of workplace violence? Threat of violence in the workplace can come from just about anywhere – an intruder, a domestic relationship, and co-worker on co-worker.

What types of employees are at risk? According to OSHA, certain categories of employees are at higher risk of exposure to workplace violence. These include workers who exchange money with the public, such as retail workers and bank tellers; healthcare professionals; those who work alone or in small groups like delivery drivers, utility workers, cable installers, letter carriers, and law enforcement; and those who work at night and in high crime areas. But, as we know from events like the shooting at the Henry Pratt Co. in Aurora and the Pennsylvania company mentioned above, workplace violence can happen anywhere and to anyone.

What does OSHA require employers to do about workplace violence? In actuality, very little. At present, OSHA has no specific standards pertaining to workplace violence, although the agency has developed written procedures for its field inspection personnel to follow when conducting OSHA inspections and citing employers for occupational exposure to violence.

OSHA's authority to cite an employer in the context of a workplace violence incident is derived from the OSH Act's "general duty" clause, which requires employers to provide employees with a place of employment that is "free from recognized hazards that are causing or are likely to cause death or serious physical harm." Courts have interpreted OSHA's general duty clause to impose upon an employer a legal obligation to provide a workplace free of conditions that either the employer or industry recognizes as hazardous and that cause, or are likely to cause, death or serious physical harm to employees when there is a feasible method to abate the hazard. An employer that has experienced or becomes aware of actual or threatened workplace violence would be on notice of the risk of workplace violence.

What can employers do? There are several preventative measures that employers can take to promote a safe and secure work environment.

Develop and implement a zero tolerance policy. Create a policy, train employees to its expectations and enforce it. Key to enforcement is taking every threat seriously and not excusing employee behavior as “only joking” or “blowing off steam.”

Create an interdisciplinary threat assessment team that includes one or more members of management, a mental health professional, legal counsel, and local law enforcement.to identify risk factors for workplace violence in your particular work environment and solutions to manage risk.

Train employees on how to recognize and minimize risk. This includes not only following specific security procedures for your workplace, but also recognizing behaviors that might signal future violence.

According to the National Safety Council, these include:

Excessive use of alcohol or drugs

Unexplained absenteeism, change in behavior, or decline in job performance

Depression, withdrawal, or suicidal comments

Resistance to changes at work or persistent complaining about unfair treatment

Violation of company policies

Emotional responses to criticism and mood swings

Paranoia

Have an emergency response plan in place and train employees to it. Many police and fire departments have added “run, hide, or fight” training to their building evacuation drills.

Utilize EAP resources. Upon recognizing the signs that something is just not right with a specific employee’s behavior, referral to EAP is an extremely helpful but often unutilized resource. A best practice is to require an employee who has threatened violence to undergo EAP evaluation before being allowed to return to the workplace.

Take legal action. Since 2015, Illinois employers have had the ability to secure a restraining order to protect their premises and personnel from threats of violence under the Workplace Violence Prevention Act.

What’s coming? HR1309 was introduced in February, 2019 to require OSHA to create a federal workplace violence prevention standard for health care and social services workers. The proposed standard would require employers in those industries to develop workplace-specific plans to prevent violence. The bill recently moved out of committee and is expected to proceed to a full House vote in the coming weeks.

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2019 Littler Nevada Employer Conference

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SHRM Learning System Study Group

We are excited to announce that registration for the Spring 2020 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 2020 SHRM BoCK (Body of Competencies and Knowledge), the 2020 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 \$535 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 \$600. 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 charge.

The first session of the Spring 2020 Chapter Study Group will meet on Wednesday, January 15, 2020 from 6-9 pm and 11 weeks thereafter. In order for you to have time to receive your online materials and prepare for the first session, **we will need your payment by December 31, 2019.** Your written materials will be delivered to you at the first session of the study group.

The location for the Spring 2020 study group meetings has not been decided, it could be in your office...

For more information email connyeharper@gmail.com

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*Southern Nevada SHRM Presents...*

*Special Interest Groups*

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

**Compensation & Benefits: Next Meeting Tuesday, September 24, 5:30 pm-6:30 pm,** Place: Scientific Games, 6601 S. Bermuda, Las Vegas. 89119, go to the left when you enter the property, enter the door at the right rear, near the red picnic tables.

Topic: "How Employers Can Provide Student Loan Repayment Assistance as an Employee Benefit,"

Presenter Susie Fotheringham, GBA, PHR, SHRM-CP,  
Sr. Manager, Employee Benefits, Corporate at Scientific Games, Facilitator: Nukinda Beets-Hill.

**Employee/Labor Relations: Next Meeting Wednesday, September 25 from 7:30 to 8:30 am**, Place:  
Nevada Employers Association office, 195 E. Reno; Ste. B (in the Pro Group Management Building, just  
south of Tropicana and Koval where Koval turns into Reno) Topic: "Self-Care for HR Folks," Presenter:  
Amy Matthews, SPHR, of the Nevada Employers Association. Facilitator: Dave Newton,.

**Diversity & Inclusion: Next Meeting TBD, 5 pm-8 pm**, Scientific Games, 6601 S Bermuda Rd., Las  
Vegas, 89119, Host: Kat Anderson, Topic: TBD, Speaker: TBD, Facilitator: Shyloh Wehner,

702.539.8088. For more information, contact [connyeharper@gmail.com](mailto:connyeharper@gmail.com) or visit our  
website: [www.snv.shrm.org/events](http://www.snv.shrm.org/events)

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