

Webinar on

3 Webinar Courses To Provide A Detailed Plan On How To Deal With The Disruptive Practitioner And CMS Conditions

Webinar Description

This bundled webinar will provide knowledge about workplace compliance overview, Vicarious Liability when conducting disciplinary action and be recognizing and addressing unconscious bias in the Workplace.

The webinar format is 1-1.5 hours of audio-visual presentation, including a brief Q&A session.

This webinar bundle includes below 3 recorded webinars:

HR Workplace Compliance Overview for Managers & Supervisors

Managers Should Consider “Vicarious Liability”, When Conducting Disciplinary Actions!

What We Don’t Know May Hurt Us: Recognizing and Addressing Unconscious Bias in the Workplace



HR Workplace Compliance Overview for Managers & Supervisors

Presented by Margie Faulk

Have All Your Managers be Aware of all the Compliance Risks and How to Mitigate them! This Compliance Training will save your company over \$300,000 in potential fines, violation and court settlements. Can you see how you can mitigate risk when you train your Managers? Can you afford to lose \$300,000 plus?

How many Managers and Supervisors are training to be managers or leaders? Many Managers are promoted because they are good at what they do but do not know how to manage employees. Did you know, your managers have the power and the authority to make the decisions that will either ruin your company or improve it? Managers can be Ambassadors for your organizations providing leadership skills, mentorship and guidance to employees or provide increased risk and potential violations that can cost your company and the Managers litigation and fines & penalties for decisions they make through Vicarious Liability. Vicarious Liability is when your Managers are held accountable and responsible for their actions as Managers. Not only is the company held responsible financially, but Managers can also be liable for fines and penalties based on the decisions they make.



Managers Should Consider “Vicarious Liability”, When Conducting Disciplinary Actions!

Presented by Margie Faulk

How many times have managers/supervisors made decisions you as a business owner or company leadership wished they didn't? The law is clear on what behaviors from managers are a risk of “Vicarious Liability”. This term has many implications for employers, employees, and managers. In fact, the Equal Employment Opportunity Commission (EEOC) has included managers who employees allege harassed them on any of the EEOC discrimination under the Civil Rights Act. The EEOC established the relationship between an employee's supervisor as the identified person where Vicarious Liability claims would be an appropriate charge.

Employers, managers and even human resources professional should be aware of how their actions and behaviors impact the bottom line when it comes to how employees are treated. It is very easy for managers to hide behind their Employer when there are allegations against them by employees. However, managers should know that they can be part of an employee lawsuit against wrongful termination or other forms of harassment. Employers, managers, supervisors and even HR professionals should attend this training to ensure they are aware of how they can minimize the risk of being accused of charges under “Vicarious Liability”.



What We Don't Know May Hurt Us: Recognizing and Addressing Unconscious Bias in the Workplace.

Presented by Dr. Susan Strauss

Implicit, or unconscious bias, exists in classrooms and on college campuses. What does it look like? How can faculty create an unbiased learning environment? How can faculty get in touch with their own unconscious biases to combat unintentional bias with students? Research suggests that unconscious bias regarding race and gender impacts relationships with professors. One study showed that certain academic fields of study were less likely to respond to applications from minority students. What are the best practices education should follow in minimizing unconscious bias?

More and more organizations are incorporating unconscious bias training for employees recognizing the role it plays in workplace discrimination including hiring, promotion, retention, and talent management practices. Wall Street estimated that 20% of large corporations conduct unconscious bias training. It shapes the organizational climate. One of the challenges in addressing implicit bias is, based on the research; people are often resistant to accepting behavior that is inconsistent with their stereotypes while accepting behavior that is consistent with stereotypes.



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