

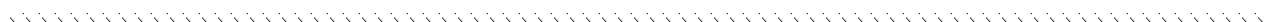


SNVSHRM March 2019 Happenings

Upcoming Events

- **March 14, 2019, 7:30 – 9:30 am – Implicit/Explicit Biases: Dangers in Recruitment & Hiring**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **April 11, 2019, 7:30 – 9:30 am – How Can HR Increase their Organization’s CyberSecurity?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **April 18, 2019 – SNVSHRM Networking Mixer – SAVE THE DATE**
 - Stay tuned for more details
- **June 23 – 26, 2019 – SHRM ‘19**
 - Las Vegas Convention Center
 - 3150 Paradise Rd
 - Las Vegas, NV 89109
 - \$835 - 2765
 - [Register Here](#)
- **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](#)
- **December 12, 7:30 – 9:30 am – End of Year Legal Update – SAVE THE DATE**
 - Stay tuned for more details

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





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NOW OPEN

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1 VOLUNTEER SHIFT = 1 FREE DAY!*
2 VOLUNTEER SHIFTS = 2 FREE DAYS!*
* or a deeply discounted full conference registration!
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SHRM19
ANNUAL CONFERENCE & EXPOSITION
JUNE 23-26 LAS VEGAS



The SHRM19 LAS VEGAS Volunteer Website is now up and. Volunteers from approved states will receive their first choice for days/shifts/assignments.

[Sign up today!](#)

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### Legal Brief

#### Family-Friendly Pancake Chain IHOP to Pay \$700,000 to Settle Sexual Harassment and Retaliation Lawsuit

*Chain of Franchises Subjected Employees to Sexual Harassment and Retaliation, Federal Agency Charges*

LAS VEGAS – Several franchisees of the popular IHOP restaurant chain in Nevada and New York will pay \$700,000 and furnish other relief to settle a sexual harassment and retaliation lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today. The U.S. District Court of Nevada has approved a consent decree filed by the EEOC.

According to the EEOC’s lawsuit, IHOP owners, supervisors, managers and co-workers subjected female employees to ongoing egregious sexual harassment in both Nevada and New York locations. The harassment included groping; sending pictures of male genitalia; propositions for sex; viewing of pornography; vulgar comments; and unwanted touching and kissing. The company failed to take corrective action when the victims complained, instead taking retaliatory action against them, including reducing their work hours and firing them.

In addition, since 2005, the company had in place a written sexual harassment policy that required complaints to be made to the corporate office in writing within 72 hours of the harassing incident. This policy deterred victims of harassment from reporting, removed the

responsibility of local managers and supervisors to correct harassment that they were aware of, and emboldened the abusers, the EEOC contends. [Read More](#)



*Southern Nevada SHRM Presents...for HR Professionals...FREE*

## *Special Interest Groups*

*To share Best Practices and Brainstorm to find Solutions for your Professional Issues*

**Diversity & Inclusion:** Next Meeting **Tuesday, March 12, 5 pm-8 pm**, Scientific Games, 6601 S Bermuda Rd. Las Vegas, 89119, Host: April , **Topic: Develop a D&I Plan for your Organization. Speaker: Pam Johansen**, Facilitator: Connye Y. Harper.

[Register Here](#)

**Compensation & Benefits:** Next Meeting **Tuesday, March 19, 6 pm-7:30 pm**, Legal Aid Center of Southern Nevada, 725 E. Charleston, Las Vegas, 89104. Parking is available on 8th street or in the garage, entrance to the garage is also on 8<sup>th</sup> street, entrance to the building is on E. Charleston, Host: Sandra Arbello, 702-808-1671 **Topic: Best Practices for controlling benefit program costs and selection of insurance brokers and plans for small businesses of 50 employees or less. Speaker: Erin Morrissey.** Facilitator: Nukinda Beets.

[Register Here](#)

**Employee/Labor Relations:** Next Meeting, **Thursday, March 28, 7:30 am-8:30 am**, at Levi Strauss, 501 Executive Airport Dr., Henderson, NV 89015. We'll be doing a tour of the facility. Facilitator: Dave Newton.

[Register Here](#)

**Talent Acquisition:** Next Meeting, **Tuesday, April 16, 5:30 pm to 7 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. **Topic: This will be a collaborative meeting. Come prepared to share ideas on, emails and any other best practices you would like to share,** Facilitator: Robyn Ruelas.

[Register Here](#)

For more information, visit our website: [www.snv.shrm.org](http://www.snv.shrm.org) or email you questions to [connyeharper@gmail.com](mailto:connyeharper@gmail.com)

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## 2019 Scholarship Application Dates Now Available

The SHRM Foundation has released their 2019 scholarship overview. In 2019, they will award more than \$500,000 in certification, academic and professional development scholarships and grant to HR professionals and students. All eligible SHRM, student and chapter and state council members are encouraged to apply for one or more of the scholarships or awards. For more information, visit [shrmfoundation.org/scholarships](http://shrmfoundation.org/scholarships) or contact [misha.adams@shrm.org](mailto:misha.adams@shrm.org)

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## Community Spotlight

### **What Matters More: Your Résumé or LinkedIn?**

When it comes to landing a job, what is the most effective way to make a first impression: your résumé or your profile on a career-focused social-networking website, such as LinkedIn?

That's a trick question. The correct answer is both. The best way to get as much attention as possible from recruiters is to keep both your résumé and your profile on professional social networks up to date. There are, however, significant differences in how employers use each of these options when it comes to finding job candidates. Keeping these differences in mind can help you make sure that you're getting the most benefit out of each of them when you're looking for a new position.

The most important thing to keep in mind for both your résumé and your profiles is that both should emphasize your abilities more than your experience. Recruiters want to hear more about what you can do rather than how long you have been doing it. That means that instead of just listing job titles and duties, briefly describe what you accomplished — using data where possible — and how you achieved those goals.

"It's not so much experience as it is energy," says Tamara Jacobs, a certified professional coach who helps executives manage their careers. "You're not hiring age, and you're not really hiring experience. What you're hiring is attitude and energy." Read More

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## SHRM Specialty Credentials

Build specialized knowledge and expand your influence by earning a SHRM Specialty Credential. These credentials allow HR professionals to demonstrate targeted competence in several key areas while enhancing credibility among peers and employers. Earning a SHRM Specialty Credential is an investment in your continued career development and can be accomplished by engaging in content-specific, competency-based education and achieving a successful score on an online assessment. Specialty Credentials are an approved professional development activity for recertification credits towards your SHRM-CP® or SHRM-SCP® certification. Learn More

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## E-Verify Redesign – Users Must Complete New Tutorial

On June 13, U.S. Citizenship and Immigration Services (USCIS) launched a redesigned E-Verify website. E-Verify is the web-based system operated by USCIS (in partnership with the Social Security Administration) that allows participating employers to electronically verify the employment eligibility of newly-hired employees. The re-engineering effort was designed to improve the user experience, minimize errors, support compliance with the terms of use, and enable real-time validation of employers enrolling in E-Verify against commercial data. The redesign includes a new home page, a new “case alerts” feature, improved case management, and streamlined tutorials.

Existing E-Verify users are generally required to complete the updated tutorial during their first login after June 13. The tutorial takes approximately 20 minutes to complete and serves as a “how to” introduction to the new system.

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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](mailto:connyeharper@gmail.com)

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