

Human Resources Training Presentations

Why Is Talking About Diversity Important?



Goals

- Understand what diversity is
- Understand what diversity isn't
- Know why it is important to talk about diversity
- Find out about the legal requirements that drive diversity
- Recognize who can commit harassment and who can experience it
- Know when an employer is liable
- Understand the important part your company policy plays

What Is Diversity?

- Recognition
- Appreciation and
- Appropriate response to individual differences in the workplace



What Isn't Diversity?

- Affirmative Action
- Sensitivity training or awareness
- Total assimilation

Why Is Talking About Diversity Important?

- The “changing face” of the nation
- Overcoming socialization
- The impact on the bottom line
- Legal regulations and ramifications
- Company policy objectives



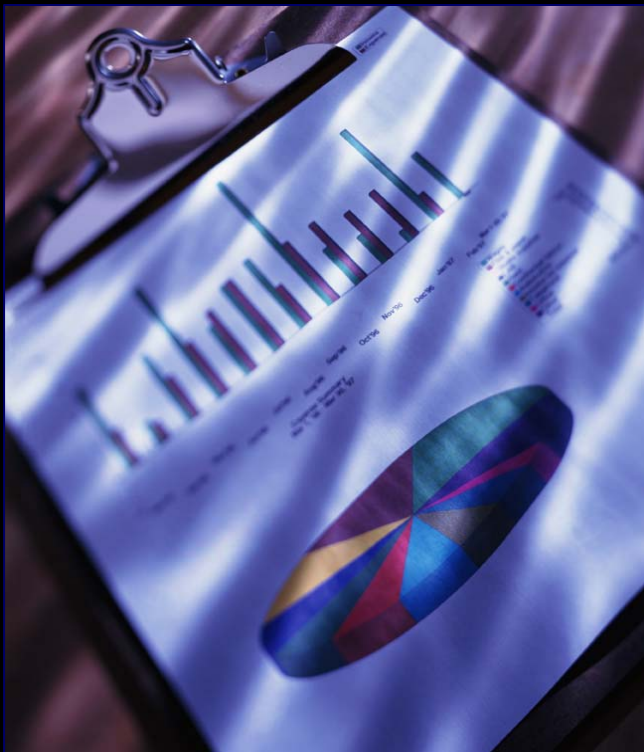
Why Is Talking About Diversity Important? (cont.)

- The “changing face” of the nation
 - U.S. census statistics
 - Reflections and issues in the American workforce

Why Is Talking About Diversity Important? (cont.)

- Overcoming socialization
- Talk and think about diversity

Why Is Talking About Diversity Important? (cont.)



- The impact on the bottom line
- Listening and reacting to the market
- Employee morale

Why Is Talking About Diversity Important? (cont.)

- Legal regulation
- Jeopardizing the bottom line
 - EEOC complaints are on the rise
 - EEOC record settlements

The Legal Requirements That Drive Diversity



- Equal Employment Opportunity Laws
 - Title VII - “Civil Rights Act of 1964”.
 - The Age Discrimination in Employment Act (ADEA) Prohibits employment discrimination against persons 40 years of age or older
 - The Americans with Disabilities Act (ADA)

The Legal Requirements That Drive Diversity (cont.)

- Additional prohibitions against harassment
 - The Equal Pay Act
 - Harassment can be based on more than sex
 - Hostile work environment - All sorts of behavior can create what employees deem to be a "hostile work environment". But, in the legal sense, a hostile work environment is caused by unwelcome conduct in the workplace, in the form of discriminatory harassment toward one or more employees.

Who Can Commit Harassment?

- Supervisors
- Subordinates
- Co-workers
- Clients/customers

Who Can Experience Harassment?

- Direct targets
- Bystanders/witnesses



When Is an Employer Liable?

- Supervisors
versus
- Non-supervisors

What Isn't Harassment?

- The “reasonable person”
- Single, stray remarks
- Teasing

Company Policy Objectives

- Provide a uniform statement of expectations
- Promote an open-door policy
- Protect employee rights
- Promote compliance and prevention

= A respectful and dignified work environment

Summary

- “Do You Think These Bolts Might Be Extra?”

