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Soon

# **A Day in the Life of a HR Professional:**

**Start Date: 9/10/2020 7:30 AM**

**End Date: 9/10/2020 10:30 AM**

Where Ethics and Compliance Meet A Day in the Life of a HR Professional: Where Ethics and Compliance Meet Thursday, September 10, 2020 7:30am-10:30am \*This is a virtual program - meeting information will be sent to all pre-registered attendees\* Through the use of an evolving case study, this program examines the challenges for HR managers in balancing compliance and ethics in the work place regarding selected demographic factors of employees that are often embedded in the diverse populations via intersectionality: “multiple special abilities, traits, and identities occurring concurrently” (Deloitte, 2013). These kinds of factors require perceptive sensitivity, forethought, and strategizing when facilitated by HR managers, especially as those HR managers strive to balance both ethical practices and compliance with the law. Via facilitated group discussions, participants will apply learnings to create their own practical take-away tool: a compliance checklist of considerations for daily use. By the end of this session, participants will: Identify unique aspects of diversity decisions when considering intersectionality. Explore compliance issues for each situation according to the diversity aspects involved. List pros and cons regarding compliance strategies that address each of the diversity factors, in light of their own ethics, corporate cultures, and the law. Assemble a hierarchy of compliance and ethical steps that represent possible future strategies when exploring the HR management decision in their workplace. About our Presenter: Frank A. Cania, MSEmpL, AWI-CH, SPHR, SHRM-SCP Frank Cania is founder and president of HR Compliance Experts LLC. For more than 25 years, Frank’s professional focus has been on employment law and regulatory compliance, workplace investigations, and employee and management training. Frank earned an MS in employment law from the Shepard Broad Law School and is certified as a Sr. Professional in Human Resources by the HR Certification Institute and as a Sr. Certified Professional by the Society for Human Resource Management. He also holds a certificate in workplace investigations from the Association of Workplace Investigators. Frank is proud to have recently provided expert witness testimony to the House of Representatives’ Small Business Committee. He regularly presents on compliance-related topics, writes monthly for the NY Daily Record newspaper, and has taught college-level employment law classes. Frank’s volunteer roles include SHRM National Advocacy Team Captain and Labor Relations Panel member. Frank and his wife Becky have two children, Blake and Ellie, and are

## **Location(s)**

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