

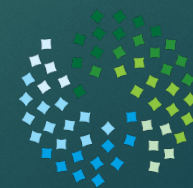
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2024

HR Roundup

A SYNERGY HUMAN RESOURCES WEBINAR



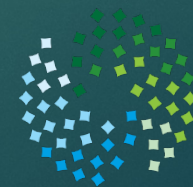
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Your Presenter



MIKE BOURGON
SYNERGY HR

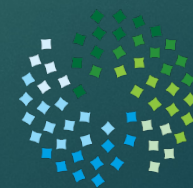
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Q and A's

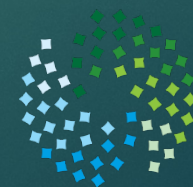
- ▶ As a follow up to our Roundup yesterday May 28, 2024 we have prepared the answers to the questions you asked as well as a few updates to the topics we covered. These will be recorded with the slides.



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HOSTILE WORK ENVIRONMENT

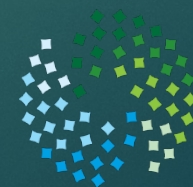
- ▶ Can a Single Incident that the employee doesn't hear or witness create
- ▶ A HOSTILE WORK ENVIRONMENT as well as HARASSMENT?
- ▶ YES even though it seems like hearsay.



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ARE THERE ANY AI GUIDELINES ISSUED YET?

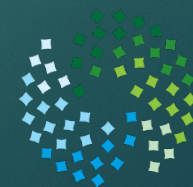
- ▶ YES. The federal DOL recently issued principles/guidelines called:
- ▶ DOL's ARTIFICIAL INTELLIGENCE AND WORKER WELL-being: PRINCIPLES for DEVELOPERS AND EMPLOYERS on May 16, 2024.



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**CAN the PREGNANT WORKERS
FAIRNESS ACT be invoked when a
request for accommodation is made by
an employee who isn't pregnant?**

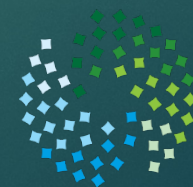
▶ YES



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IF AN EMPLOYER HAD AN HONEST
BELIEF REGARDING ITS
NONDISCRIMINATORY REASON FOR A
DISCHARGE AND THE BELIEF WAS
LATER DETERMINED TO BE MISTAKEN
CAN THEY BE LIABLE?

The answer is NO



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