

Employee Rights: Balancing the Advocate and Enforcer

—
2023 TERO Intergenerational Trauma Conference
Cherokee, North Carolina

1

What are the two reasons people do things, like work, go to school, rodeo, play sports, etc.?

2

MOTIVATION & ABILITY

3

HUMAN BEHAVIOR

3 Areas of Influence:

- Personal
 - Social
 - Environment
-

4

HUMAN RESOURCES

IMPORTANCE:

- Touches all areas of an organization
 - Critical for productive work environments
 - Critical for ensuring fair and consistent treatment
-

5

HUMAN RESOURCES

ROLE:

- Implements & enforces policies, procedures, regulations & ordinances
-

6

POLICY HANDBOOK

PURPOSE:

- Provides employee expectations
 - Promotes communication & cooperation
-

7

POLICY HANDBOOK

IMPORTANCE:

- Provides guidelines
 - Protects both employee and employer
 - Provides a safe and lawful work environment
-

8

POLICY HANDBOOK

ROLE:

- Is NOT intended to cover or anticipate EVERY circumstance
 - IS intended to cover the most often used day to day activities of ALL employees
-

9

CONFIDENTIALITY

10

Keeping what you
hear or see
private...

11

INTEGRITY

12

Doing what you
say you will do
especially when
no one is
watching...

13

RESPONSIBILITY

14

Owning up to
your mistakes...

15

ACCOUNTABILITY

16

Apologizing and
correcting the
mistake if you
can...

17

**DIRECTORS,
MANAGERS,
SUPERVISORS
OR LEADERS**

HATS YOU WEAR:

- **ENFORCER**
 - **ADVOCATE**
-

18

You must
constantly &
carefully balance
the two hats...

19

EMPLOYERS SHOULD:

Refuse to tolerate intimidation, threats
and harassment from any employee

20

EMPLOYERS SHOULD NOT:

Allow cost to stand in the way of
providing training to ALL employees

21

HUMANS NEED TO BE WELL:

PHYSICALLY
— MENTALLY

EMOTIONALLY

22

Too often career limiting behaviors are **Hidden Behaviors** employees adopted as a child that originated to protect them from **Trauma**.

23

Conclusion:

Human Resources is a **SYNERGISTIC** department who through combined action between other departments contributes to the overall success of the **WHOLE** organization.

24

CONTACT INFO:

(307) 349-6703

aclifford72@gmail.com

FB: Andi LeBeau