Employee Rights: Balancing the Advocate and Enforcer

2023 TERO Intergenerational Trauma Conference Cherokee, North Carolina

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

MOTIVATION & ABILITY

HUMAN BEHAVIOR

3 Areas of Influence:

- Personal
- Social
- Environment

HUMAN RESOURCES

IMPORTANCE:

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

HUMAN RESOURCES

ROLE:

• Implements & enforces policies, procedures, regulations & ordinances

POLICY HANDBOOK

PURPOSE:

- Provides employee expectations
- Promotes communication & cooperation

POLICY HANDBOOK

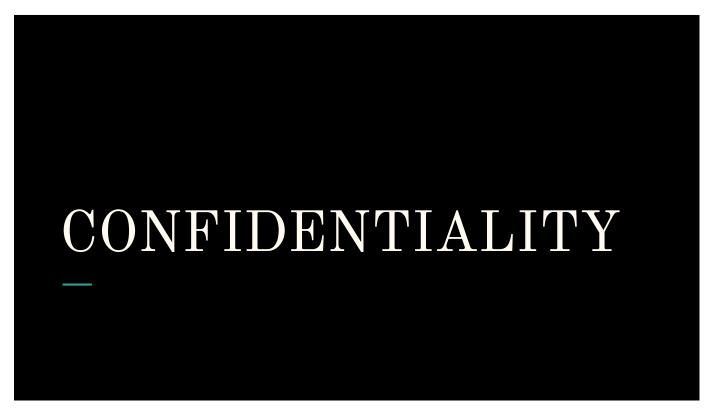
IMPORTANCE:

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

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



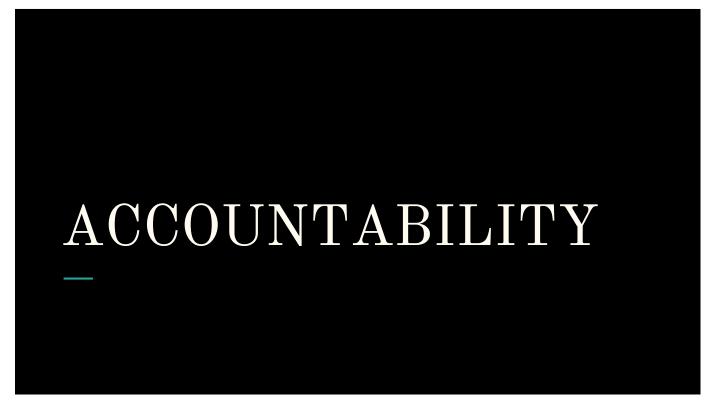
Keeping what you hear or see private...

INTEGRITY

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



Owning up to your mistakes...



Apologizing and correcting the mistake if you can...

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DIRECTORS, MANAGERS, SUPERVISORS OR LEADERS

HATS YOU WEAR:

- ENFORCER
- ADVOCATE

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

EMPLOYERS SHOULD:

Refuse to tolerate intimidation, threats and harassment from any employee

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EMPLOYERS SHOULD NOT:

Allow cost to stand in the way of <u>providing training to ALL employees</u>

HUMANS NEED TO BE WELL:

PHYSICALLY MENTALLY

EMOTIONALLY

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

Conclusion:

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

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