

HOGE FENTON'S EMPLOYMENT LAW GROUP INVITES YOU TO ATTEND, "BULLYING IN THE WORKPLACE"

Hoge Fenton's Employment Law Group Invites you to Attend:

Bullying in the Workplace

Two dates and locations, 7:30am – 10:00am:

Wednesday, October 16 - Pleasanton

Hyatt House – 4545 Chabot Drive, Pleasanton

Thursday, October 17 - San Jose

Hoge Fenton – 60 S Market St, 2nd Fl, San Jose



Registration includes program materials, 2 hours of MCLE/CPE, and breakfast

Join us for this interactive and engaging presentation!

Every employee deserves to be treated with dignity and respect at work. However, California law recognizes that there can often be a thin line between appropriate performance management, abusive conduct, and harassment.

When is a manager simply being critical and taking reasonable steps to address performance issues and mistakes on the job, and when is that manager crossing the line and being a jerk? That is not always a simple question to answer, which is why the law does not generally prohibit "bullying" in the workplace.

At the same time, California recognizes that abusive conduct can have all sorts of negative consequences on employees and the workplace. It can be demoralizing. It can cause depression, anxiety, insomnia, and stress. It can create legal exposure when perceived to be based on an employee's protected classifications (e.g., age, race, sex, disability). It can impact productivity. And

often, the bullying can come from people in higher positions of the company, which makes it harder to stop the behavior.

For these reasons, and in the interest of promoting a healthy work environment for everyone, it is important to understand, recognize, and gain the tools to prevent bullying in the workplace.

Through this interactive and engaging presentation, together we will discuss and learn:

- How to identify problematic behaviors before they become "bullying"
- How to address workplace bullying when you see it or hear about it
- When and how to effectively address "the bully"
- Where the fine line is between friendly teasing and hurtful conduct
- Strategies for creating a workplace that is free of abusive conduct

Who should attend:

- Business owners and managers
- CEOs, CFOs, and COOs
- In-house legal counsel
- Human resource professionals
- Trusted advisors
- Others responsible for HR and personnel supervision



Wednesday, October 16, 2019

Hyatt House
Conference Room
4545 Chabot Drive
Pleasanton, CA 94588

7:30am - Registration & Breakfast
8:00am - 10:00am - Program

Hoge Fenton Clients:
Cost: Complimentary
Click here to RSVP

Non-Clients:
Cost: \$75
Click here to RSVP

Thursday, October 17, 2019

Hoge Fenton
2nd Floor - Conference Room
60 South Market Street
San Jose, CA 95113

7:30am - Registration & Breakfast
8:00am - 10:00am - Program

Hoge Fenton Clients:
Cost: Complimentary
Click here to RSVP

Non-Clients
Cost: \$75
Click here to RSVP

Meet the Panel:



Sarju A. Naran
Chair & Shareholder
+1.408.947.2456
sarju.naran@hogefenton.com



Jenn Protas
Shareholder
+1.408.947.2435
jenn.protas@hogefenton.com



Laura C. Riparbelli
Attorney
+1.408.947.2440
laura.riparbelli@hogefenton.com



Ashlee N. Cherry
Attorney
+1.408.947.2457
ashlee.cherry@hogefenton.com

This program has been submitted for Recertification Credit Hours: 2.0 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®).

Hoge Fenton is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®. This program has been submitted for 2.0 PDCs for the SHRM-CP or SHRM-SCP.

Related Attorneys

- Sarju A. Naran
- Jenn Protas
- Ashlee N. Cherry