

# SOUTHEAST TENNESSEE SHRM NEWSLETTER



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### 2023 Platinum Excel Award

SHRM recently awarded Southeast Tennessee SHRM its prestigious EXCEL Platinum Award for the Chapter's accomplishments in 2023.

The EXCEL award is given to state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources.

This award also recognizes our continued growth and development as a business leader in our area, and our commitment to providing meaningful programs and services to our members.

### May the 4th at Chattanooga Football Club

The force was with Chattanooga Football Club on May the 4th as they beat Orlando City B 5-4 in the penalty shootout after the match ended 1-1 in regulation.

Before the game, Southeast Tennessee SHRM members and guests enjoyed a Star Wars themed spread of food and drinks, from Admiral Ackbar's Fish & Chips to Wookiee Cookies, in the comfort of CFC's exclusive Ultra Club.

For more information on how you can plan future employee outings and recognition events with CFC, you can visit <https://finleystadium.com/ultra-club/>.



## EEOC Final Guidance on Unlawful Harassment

**SHRM News – Published April 29, 2024**

“Workplace harassment” is more than just sexual harassment, the U.S. Equal Employment Opportunity Commission (EEOC) reminded employers in guidance published April 29. The commission shared specific examples of the kinds of harassment it deems unlawful—including harassment based on race, sex, religion and other factors.

Employers should have robust policies prohibiting harassment, with clear examples of the types of prohibited behaviors. Legal experts say that organizations should reinforce their anti-harassment policy, outline strategies to prevent harassment and other abusive conduct, and take additional actions to mitigate harassment at work.

Read the remainder of the article at: <https://www.shrm.org/topics-tools/employment-law-compliance/eec-final-guidance-harassment>

### Exciting News – Podcast Bites

Are you looking for expert advice, industry insights, and valuable tips to elevate and be aware of the DEIB climate in the workplace? Look no further! Our podcast is designed specifically for human resource professionals like you, who are passionate about navigating this ever-changing subject matter.

Hosted by members of our committee and on the occasion, other special guests, our goal is to provide you with the tools and knowledge you need to make a real impact within your organization. These “Podcast Bites” will be short, impactful and informal, so that you can play between meetings or on the go.

Whether you're a seasoned HR veteran or just starting out in the industry, we have something for everyone. Tune in to “Podcast Bites” coming this summer! The official page and link information will be announced in our next newsletter.

In the meantime, please feel free to email us with suggestions at [setnshrm.inclusion@gmail.com](mailto:setnshrm.inclusion@gmail.com).

## UPCOMING EVENTS

- General Membership Mtg
  - May 14, 2024
- SETN SHRM & CRMA Event
  - June 11, 2024
- HRXchange – 2nd Quarter
  - June 26, 2024
- SETN SHRM & CRMA Event
  - August 13, 2024



### May Trivia Question:

**Serious mental illness costs America how much in lost earnings per year?**

**Answer on our LinkedIn post to be entered to win a door prize at the next General Membership meeting.**

We are an affiliate chapter of the Society for Human Resource Management and serve human resource professionals in Southeast Tennessee (formerly SHRM Chattanooga). Whether you are new to human resources or have many years of experience, Southeast Tennessee SHRM offers opportunities for networking, education, professional development and continued support of excellence in human resources.

