



## Newsletter



### **February Program Meeting**

Wednesday, February 19 |11:00am - 1:00pm|

Location: DoubleTree by Hilton Hotel Downtown Tulsa

### **Fashion a Culture of Greatness**

Presented by Greg Hawks

Every organization has a culture. Intentional or unintentional, your leaders, teams and employees have contributed to the vibe and accepted behaviors that exist in your work world. That essence of your corporate personality directly impacts your productivity, quality and output.

Culture possesses the potency to propel your people and profits into prominence! Yet the time and resources allocated to cultivate your culture purposefully tend to be minimal, leaving most businesses to function in an accidental environment.

At this event we will recognize our 2019 volunteers, members celebrating a milestone anniversary and other honorary TAHRA members. We will also present the 2019 Outstanding New Professional Award, Richard J Messer Excellence in Human Resources Management Award and President's Volunteer Award as well as meet the 2020 board members.

The agenda for this meeting is as follows:

10:30am – Registration begins

11:00am – Lunch

11:15am – Volunteer Recognition

12:00pm – Greg Hawks - Fashion a Culture of Greatness

1:00pm – Meeting adjourned

Sponsored by:



[Register here](#)

## February Learning Lab

Thursday, February 27 |2:30pm - 4:30pm|

OSU Tulsa North Hall - Room 119

### Why It's Better to Eat Twinkies Together than Broccoli Alone

Presented by Chris Zervas

Loneliness is an epidemic in the workplace. It's impacting you, your staff and your company. Yet, what does unity and community look like inside (and outside) the workplace? We are wired to enjoy the power and benefits of community. Our time together will focus on producing positive results in the HR leader's personal and corporate health.

[Sign up](#)



## DisruptHR Tulsa v6 - "So this is a thing?" Edition

**The Event** - 12 speakers get 5 mins + 20 slides to WOW YOU with their ideas on improving creativity, learning, engagement, management, negotiation, you name it. Imagine condensing TedTalks into 5 actionable minutes with a kick and a little weirdness.

**When?** - Thursday, March 5th, 2020

**5:00 - 5:30pm** - Networking, Taco Bar, Open Bar (beer, wine, specialty cocktail from Inner Circle Vodka Bar crafted just for us and of course non-alcoholic beverages as well) Brilliant!

**5:30 - 7:30pm** - Let's Do This - 12 Disruptors - Talent Talks, Rants, Innovation, and Invention. It's a seminar rolled into a happy hour for those of us who just

want to get to the point.

**Where?** - First Street Flea Market (the old Bacon & Son building). 851 E 1st Street Tulsa, OK 74120.

At the NE corner of downtown on 1st Street between Lansing & Iroquois, look for the building covered in Coop Ale & other murals. From 244W exiting 1st Street, we're on the right hand side. There's two parking lots and street parking. Aaahhhh yeaaaaaaah!

Click [here](#) for all the details!

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## Show your commitment to Diversity and Inclusion in the Workplace! Sponsor ROI 2020!

By becoming an event sponsor, you are providing a significant opportunity for individuals and organizations to dive into pertinent issues in a collaborative, productive way. We are committed to keeping costs down to attract professionals and students from a variety of fields.

To view sponsorship levels, please click [here](#).

If you have any questions please contact [roitulsa@tahra.org](mailto:roitulsa@tahra.org).

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OKHR's three-day Conference & Expo will connect you to valuable resources, products, services, and people transforming the HR industry. This conference showcases cutting-edge keynote speakers, over 40 breakout sessions, continuing education credits, certification prep course, 70+ exhibitors, several networking receptions, and the new Executive Forum for senior-level HR professionals.



**April 21-23, 2020**

## **2019 Sexual Harassment Oklahoma Decisions: Louder than Words**

by Samantha Marshall, VP Legislative Affairs

A new year means a time to reflect. What do three recent cases decided by federal courts in Oklahoma say about the state of the #MeToo movement and the evolution of sexual harassment law in this state? It seems courts are no less exacting in interpreting Title VII's "severe or pervasive" standard than they were pre-#MeToo.

### **Davis v. Board of County Commissioners of Stephen County**

In *Davis v. Board of County Commissioners of Stephen County*, the court granted judgment in favor of Stephen County on the plaintiff's gender discrimination and sexual harassment claims. In *Davis*, the plaintiff had reported that a co-worker had commented in her presence, "[Y]our pu\*\*y is hungry" (Cat Comment), when the two had spotted a stray cat on the fairgrounds. The County reprimanded the remarking employee, and the plaintiff was satisfied with the County's handling of the comment. The plaintiff then alleged that several months later her supervisor, over a three-month period, had told her about dreams in which they had kissed. The plaintiff's supervisor, among other things, also allegedly told her he had had "a dream in which he and the plaintiff went 'all the way' and that 'it was great.'"

Relying on pre-#MeToo case law, the court held that neither the Cat Comment nor the supervisor's comments were actionable under the law. But, this was not the end of the decision. The court went further by granting judgment in the employer's favor on the plaintiff's retaliation claim, finding that the plaintiff's complaints to her employer were not protected activity under the law, as a reasonable person could not have believed that the reported conduct violated Title VII.

### **Lovelace v. Levy Oklahoma, Inc.**

In the second Oklahoma City court case, *Lovelace v. Levy Oklahoma, Inc.*, the plaintiff's co-worker asked him "whether he thought her butt looked jiggy" while she was wearing a tight skirt. The plaintiff also reported he had overheard the co-worker "make a double entendre comment to his wife" [also an employee] that she knew "how to handle that wiener because [plaintiff's wife] had a foot-long hot dog in her hand." The court decided the conduct was not sufficiently severe or pervasive that a reasonable employee would believe it created a hostile work environment. The court did not consider whether the employee's reports were protected when analyzing the plaintiff's retaliation claim and, instead, moved on to deciding whether the plaintiff had suffered a materially adverse employment action. As the same judge decided both the *Lovelace* and *Davis* cases, it appears the court only questioned whether the reports in

Davis were protected activity because the defendants had treated them as such.

### **Paden v. O'Reilly Automotive Stores, Inc.**

In contrast to the Davis and Lovelace cases, Tulsa's federal court found in *Paden v. O'Reilly Automotive Stores, Inc.* that daily sexual comments and one physical encounter sufficiently severe or pervasive to support sexual harassment and retaliation claims against the employer. Although the court ultimately granted judgment in favor of the employer, it did so because it determined the employer had taken adequate steps to remedy otherwise actionable conduct — not because the reported conduct did not meet Title VII's severe or pervasive standard.

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HR Professionals –

Have you been contemplating an HR Certification?  
Have you been looking for a way to add validity your resume and skill set as an HR professional?  
Do you want others to know that you have a thorough understanding of HR concepts?  
Then the SHRM certification is for you!



SHRM offers two certifications in human resources: the SHRM Certified Professional (SHRM-CP) for early- and mid-career professionals and the SHRM Senior Certified Professional (SHRM-SCP) for senior-level practitioners.

To find out if you meet the eligibility criteria be sure to check out the Eligibility Criteria on the SHRM Certification web page by following this [link](#).

Remember, TAHRA members interested in pursuing a SHRM certification can get access to discounted materials, expert in person instruction and an opportunity to network with other professionals working towards the same goal. If you are interested in being added to our email distribution list so you can receive information about TAHRA's prep course, please email us at [admin@tahra.org](mailto:admin@tahra.org) with 2020 SHRM Prep Course in the subject line.

Penny Horton, MSOD, SHRM-SCP, C-DER  
TAHRA Certification Chair

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Join a growing network of Oklahoma companies being recognized for their support of veterans. Take this quick survey to get started:

**[SURVEYMONKEY.COM/R/VECS2019](https://www.surveymonkey.com/r/VECS2019)**



## Last Chance!

Veteran Employer Champion Survey closes **February 17th** – don't miss the opportunity to learn and possibly be recognized for your veteran-ready initiatives and work. Take the survey today!

<https://www.surveymonkey.com/r/VECS2019>

## Welcome new members!

Salandra Ford - UPCO  
Eddie Puckett - RAE Corporation  
Linda Fritschy - Endot Industries Inc  
Lauralyn Yates - Viking Packing Specialist  
Raquel Fry - Bailey Medical Center  
Rachel Sweetin - Galaxy Home Recreation  
Jeremy Smith - Laredo Petroleum  
Angie Crow - Evans Enterprises  
Howard Johnson - Strata Leadership  
Laura Warren - Associated Anesthesiologists  
Casey Wolf  
Christian Rogers  
Pamela VanGorder - Navistar, Inc  
David Whitney - Uretex ICR Oklahoma  
Timothy Whitley - NORDAM  
Cindy Callahan - Baker Hughes  
Nikki Freeman - Hillcrest Healthcare System  
Ginny Morgan - CommunityCare  
Andi Hunt - Hunt Professional Recruiting  
Katie McElhaney - NORDAM  
Aimee Clarke - Innisfree Hotels

## Calendar

- **HRIS Meetup Group**

Tuesday, February 11 |11:45am - 1:00pm|

- **February Program Meeting and Volunteer Recognition**

Wednesday, February 19 |11:00am - 1:00pm|

- **February Learning Lab**

Thursday, February 27 |2:30pm - 4:30pm|

- **DisruptHR v 6**

Thursday, March 5 |5:00pm - 7:30pm|

- **March Program Meeting**

Wednesday, March 11 |11:15am - 1:00pm|

- **March Learning Lab**

Thursday, March 26 |2:30pm - 4:30pm|

Note - To enable our members to attend the OKR State Conference in Tulsa in April, we will not have a program meeting or a learning lab in April.

Click [here](#) to view our calendar!



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)