Human Resources - Champions of Workplace Justice

Anyone who knows our work at Outcome Engenuity knows we’ve been steadfastly championing the cause of workplace justice for more than two decades. For many in the safety profession, “just culture” has been about creating a more just view toward our inescapable fallibility. But that version of “just culture” is only the tip of the justice iceberg. A look at employment law in the United States reveals a workplace historically devoid of justice. We Americans came charging out of the industrial revolution with the deeply-embedded doctrine of employment-at-will – that employment was simply an arms-length business transaction. As an employee working in an inner-city sweat shop in the early 1900’s, you may have had the freedom to quit whenever you wished, but your employer had the freedom to terminate your employment whenever they wished, for good cause, no cause, and even bad cause.

In the last 60 years, labor laws have whittled away at the injustice of “bad cause.” Today, you cannot legally refuse to hire, or choose to fire, because of a person’s gender, religious preference, or the color of their skin. And as we continue to collectively push for a more “just” culture, it is the Human Resources Officer and Human Resources team that must continue to champion workplace justice, whether that be how the organization responds to our inescapable fallibility, our ever-present self-interest, or our cancerous prejudice toward others. Let the Chief Safety Officer advocate for safety, the Chief Financial Officer fight for financial stewardship, and let the Chief Human Resources Officer be the advocate for workplace justice.

LEARNING OBJECTIVES:
- Describe different roles of procedural and substantive justice
- Understand the 5 Behaviors and assessment of breaches of duty
- Use the Algorithms for HR-specific scenarios
- Apply Just Culture principles to the HR environment

SEMINAR AGENDA
Morning
Procedural Justice vs Substantive Justice
Role of Labor Contracts
Spectrum of Behaviors

Afternoon
HR-centric Scenario Review and Practice
Role of HR Leaders in Just Culture Implementation

1-Day HR-Focused Seminar
$495

REGISTER NOW

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