

Walking the Line Without Crossing It: How to Have Respectful Conversations in the Workplace



ALFA International

The Global Legal Network
Local Relationships Worldwide

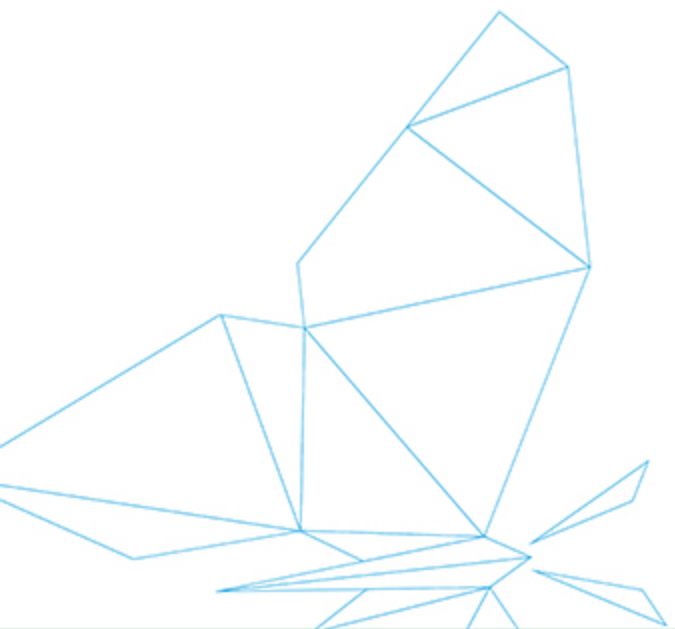
ENCORE RECORDED SESSION FROM THE 2021 INTERNATIONAL CLIENT SEMINAR

Pop Up Question



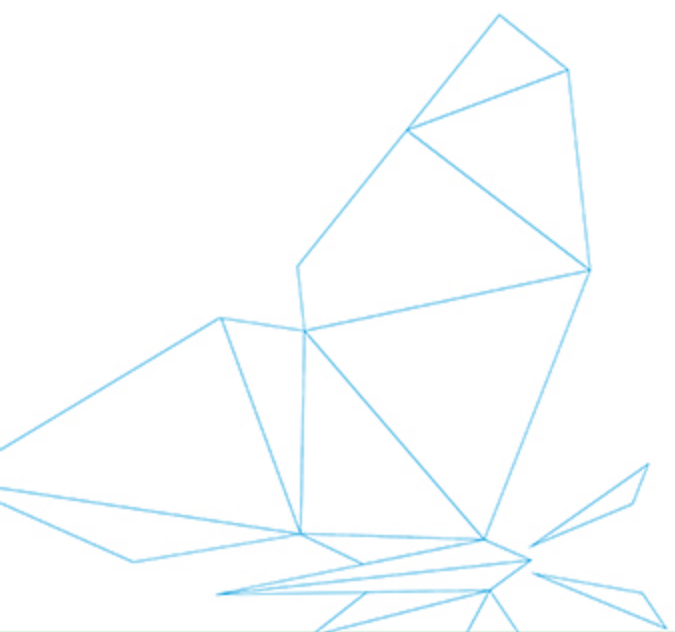
Question 1: ALFA International was formed in:

- A. 1995
- B. 2010
- C. 1980
- D. 1988



Live Q&A

Please use the question box on the right side of your screen to pose any questions you may have.



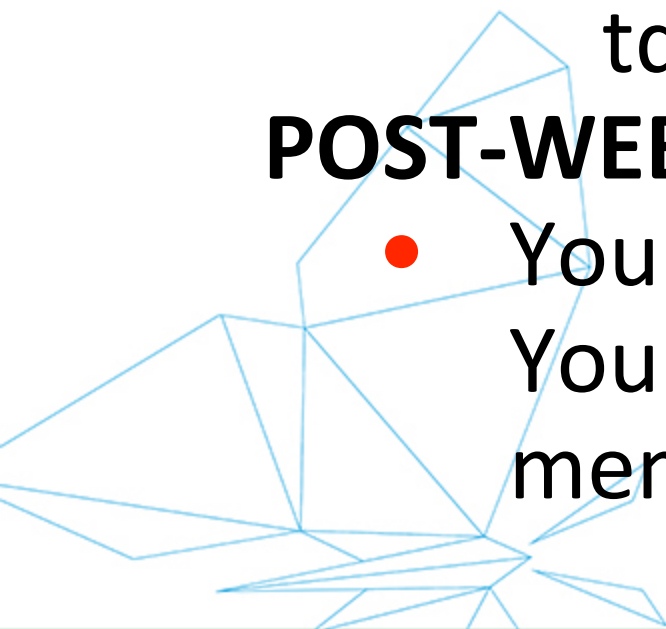
CLE & Post-Webinar Survey

CLE

- ALFA INTERNATIONAL IS AN APPROVED PROVIDER OF CLE IN CALIFORNIA, ILLINOIS AND PENNSYLVANIA. If you need credit in another state, you should consult with that state's CLE board for details on how to apply for approval. ALFAI provides a CLE package that answers questions you will likely be asked when applying and also gives direction as to what we believe is needed to apply in each state.
- **NEW SERVICE:** Some state CLE boards require verification of participation in webinars. To satisfy that requirement, ALFAI will now prompt participants to answer questions and/or provide a verification code, as we did in this webinar. If this is required in your state:
 - Please note these items on the Certificate of Completion you will receive after the webinar.
 - Keep a copy of the certificate for auditing purposes.
- If you encounter any difficulties in obtaining CLE credit in your state, please contact:
 - Taylor Doherty
tdoherty@alfainternational.com

POST-WEBINAR SURVEY

- You will be prompted to complete a Post-Webinar Survey after exiting this webinar. Your feedback will help ALFA International continue to provide quality programming to our members and clients.



Presenters



JOEL HLAVATY
Frantz Ward LLP
Cleveland, Ohio

E: jhlavaty@frantzward.com



CHARLES "CJ" HARKNESS
Baldwin Wallace University
Berea, Ohio

E: charknes@bw.edu



BYRONA MAULE
Phillips Murrah P.C.
Oklahoma City, Oklahoma

E: bjmaule@phillipsmurrah.com



KIM METRICK
Walgreen Co.
Deerfield, Illinois

E: kim.metrick@walgreens.com



TOM SMITH
Dick's Sporting Goods, Inc.
Coraopolis, Pennsylvania

E: thomas.smith@dcsfg.com





RIDING THE WINGS OF TRANSFORMATION

THE POWER OF RADICAL &
FUNDAMENTAL CHANGE

2021 INTERNATIONAL CLIENT SEMINAR
MARCH 2-4, 2021 | VIRTUAL



**RIDING THE WINGS OF
TRANSFORMATION**
THE POWER OF RADICAL & FUNDAMENTAL CHANGE



2021 INTERNATIONAL CLIENT SEMINAR

**Walking The Line Without Crossing It: How to Have
Respectful Conversations in the Workplace**

Walking the Line Without Crossing It



Joel R. Hlavaty
FRANTZ WARD LLP
Cleveland, Ohio

Byrona J. Maule
PHILLIPS MURRAH P.C.
Oklahoma City, Oklahoma

CJ Harkness
Chief Diversity Officer
BALDWIN WALLACE UNIVERSITY
Berea, Ohio

Kimberly G. Metrick
*Vice President, Employment Law,
Legal Operations and Investigations*
WALGREEN CO.
Deerfield, Illinois

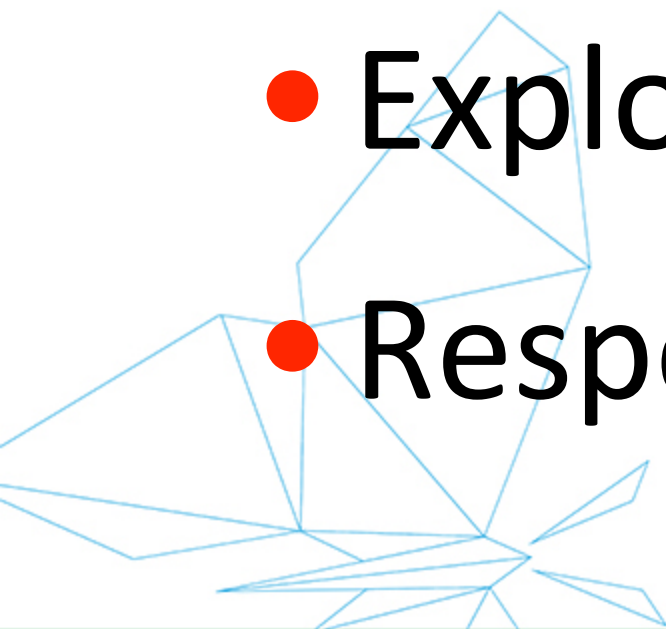
Thomas M. Smith
*Vice President, Associate
General Counsel*
DICK'S SPORTING GOODS
Coraopolis, Pennsylvania



Walking the Line Without Crossing It

Goals and Agenda for Today:

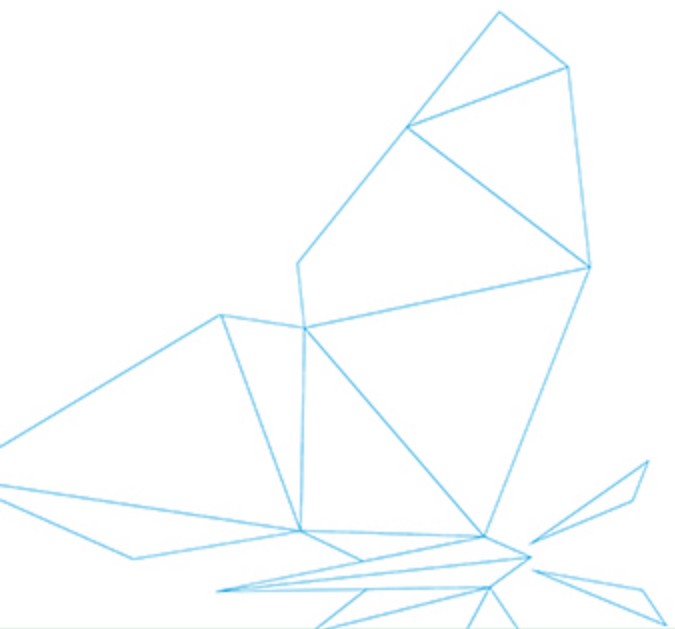
- Discuss the lack of civility in the workplace
 - Microaggression
 - Implicit/unconscious bias
 - Bullying
- Explore all of the above through a hypothetical
- Respond to questions submitted in the Chat Group box



Walking the Line Without Crossing It



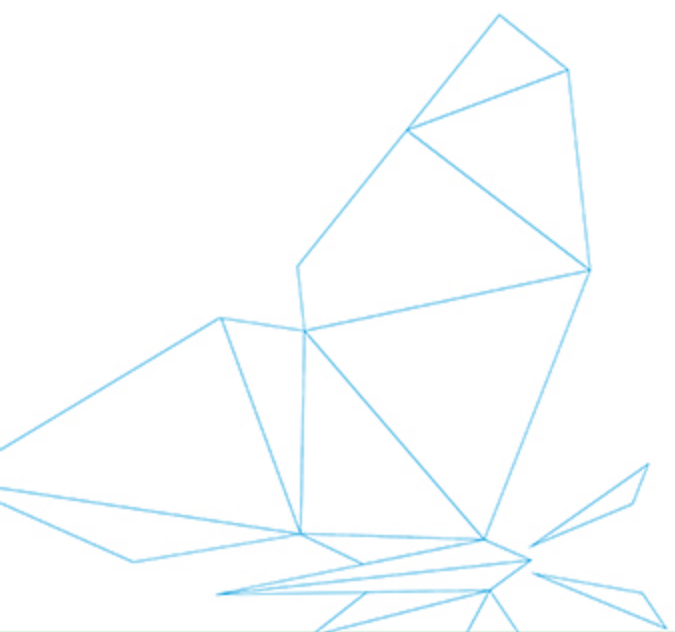
HYPOTHETICAL



Walking the Line Without Crossing It



FACEBOOK POSTS

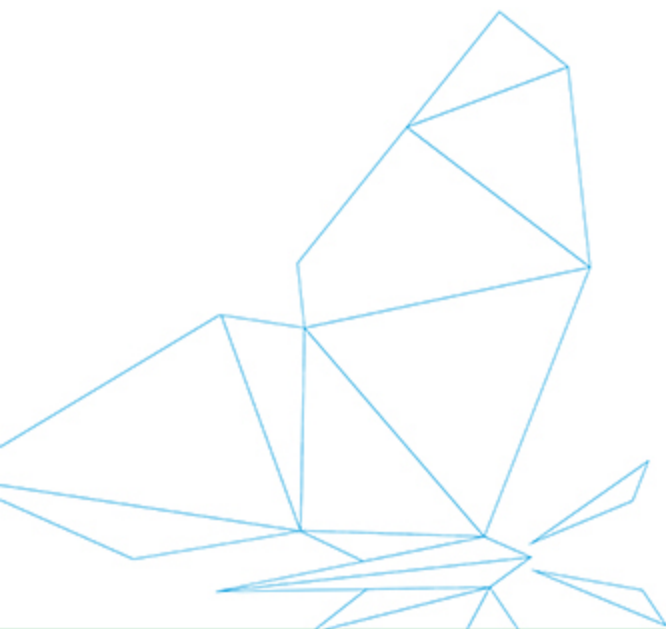




Mary Smith

6h · 🌐

If you don't like the good ole USA, then give back your unemployment and stimulus checks.

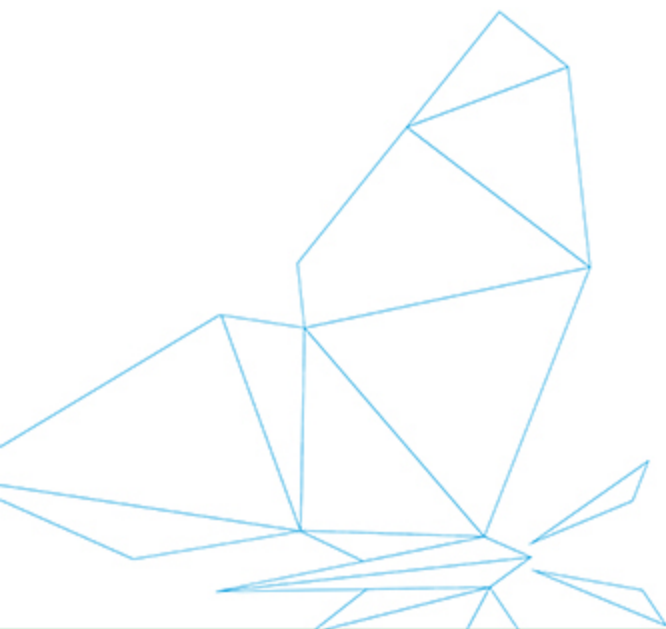




Mary Smith

6h · 🌐

The freeloading Dem's stole the election – fraudulent votes and illegal votes. Poll Watchers and/or Vote Observers were not allowed to watch or observe. This is responsible for hundreds of thousands of votes that should not be allowed to be counted.

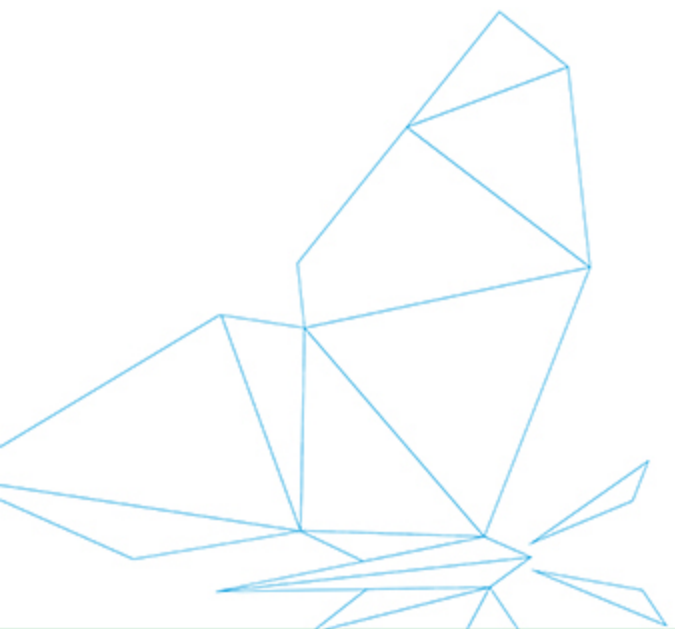




Mary Smith

6h · 🌐

I am sick and tired of posts by people who think they should get hazard pay for working during COVID and complain about their working conditions. You should thank your lucky stars that you have a job. Don't be greedy. If you are too afraid to do your job quit so someone who wants to work and needs the money to support their family can.





Mary Smith

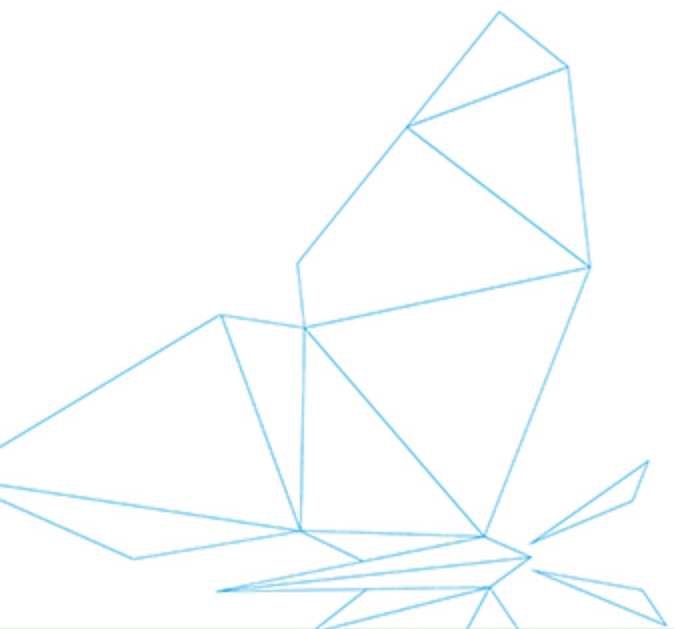
6h · 🌐

Columbus Officer Coy was doing his job, he was an officer for almost 20 years. No one wants to see someone killed over a noise complaint, but it was dark, and the officer couldn't see both of Hill's hands. Officer Coy has already lost his job, should he be charged with murder as well? It's not like being a police officer isn't dangerous . . .



FOXNEWS.COM

Columbus police officer who shot unarmed Black man is fired





 **Mary Smith**
6h · 

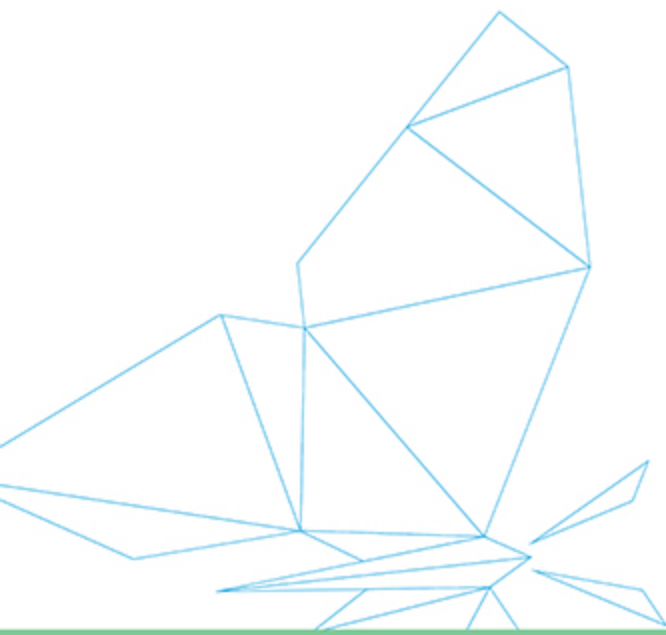
I don't understand why people are so upset. There was a Federal investigation, 7 experts were considered, there was video reviewed, and the Justice Department determined that there wasn't enough evidence to conclusively establish what had happened. It was a tragic mistake, but let it go and move on. Haven't enough lives been impacted? All Lives Matter.



TAMPABAY.COM

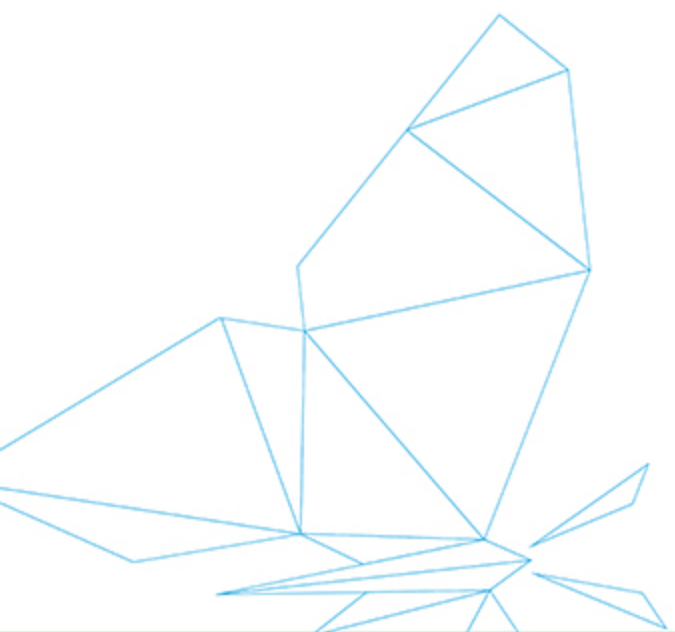
Feds decline charges against officers in Tamir Rice case

The decision, revealed in a lengthy statement, does not condo...



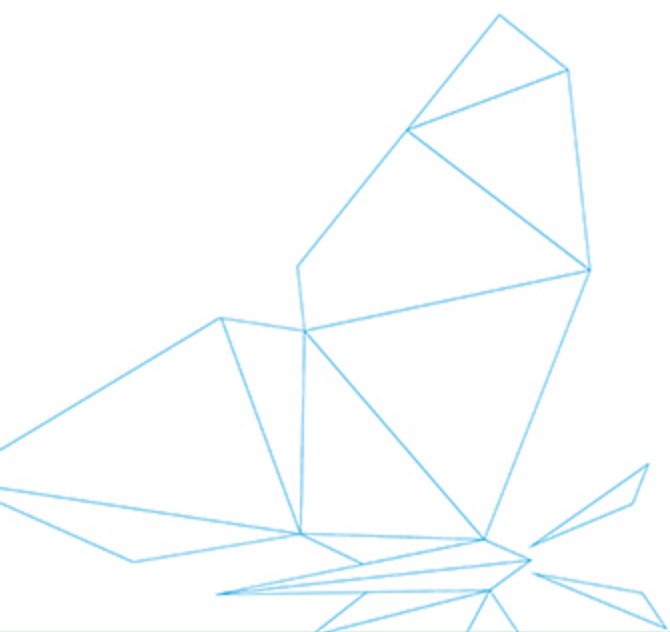
Walking the Line Without Crossing It

- The Facebook posts were shared 100's of times - #AIB:
 - Questioning Mary's position as a loan officer given her posts.
 - Does AIB agree with the content of Mary's posts?



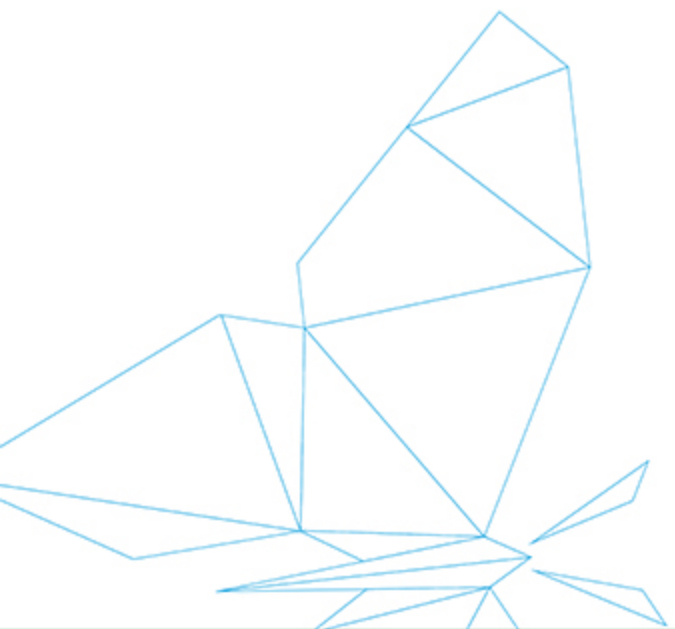
Walking the Line Without Crossing It

- Does AIB agree the presidential election was “stolen?”
- Customers complain Mary is racist.
- 2 Ethics Point complaints:
 - Mary uses racist language
 - Mary discriminates against black employees



Walking the Line Without Crossing It

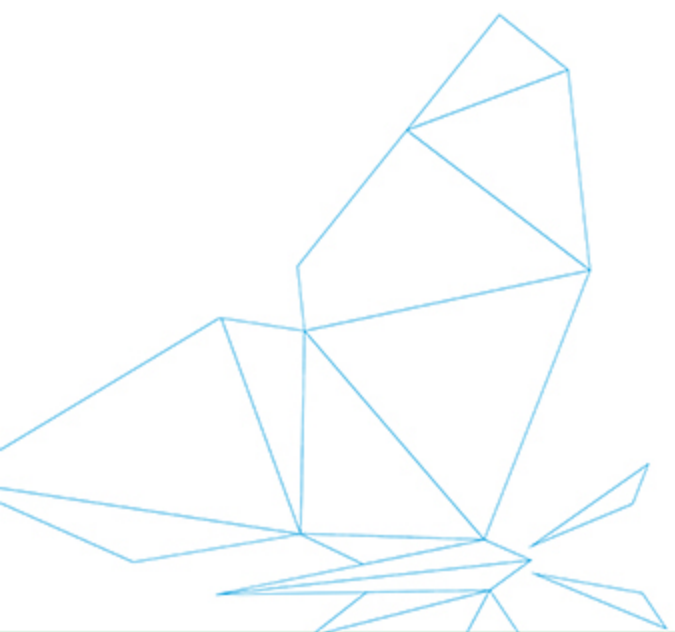
- Questions to the Panel and Audience:
 - How should AIB Respond?
 - Steps AIB should take?
 - How does AIB engage workforce in respectful conversations on controversial issues?



Walking the Line Without Crossing It



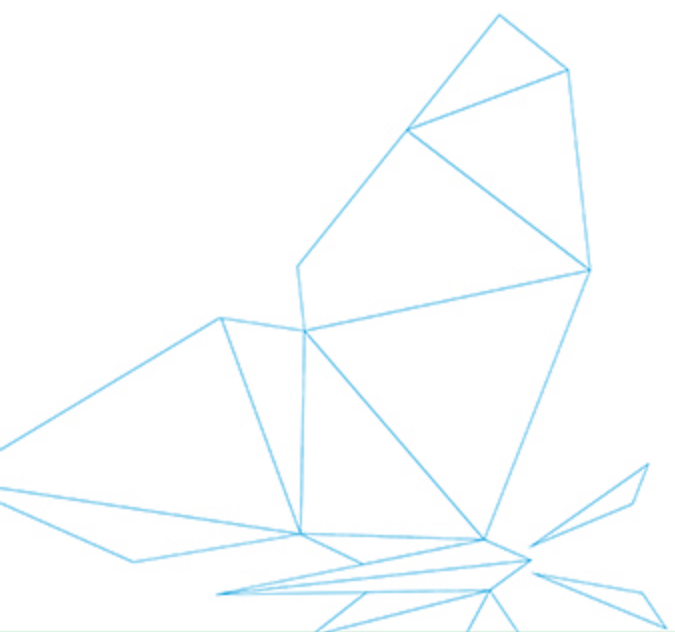
TAKEAWAYS



Walking the Line Without Crossing It



QUESTIONS/COMMENTS



**RIDING THE WINGS OF
TRANSFORMATION**
THE POWER OF RADICAL & FUNDAMENTAL CHANGE



2021 INTERNATIONAL CLIENT SEMINAR

**Walking The Line Without Crossing It: How to Have
Respectful Conversations in the Workplace**