

Employee Freedom of Speech In And Out Of The Workplace

by

Scott Warrick, JD, MLHR, CEQC, SPHR

Scott Warrick's Consulting & Employment Law Services

(614) 367-0842: Office ♣ (614) 738-8317: Cell

www.scottwarrick.com

- How does the First Amendment, the National Labor Relations Act (NLRA) and Title VII's harassment law provide employees with Freedom of Speech rights?
- How has the National Labor Relations Board (NLRB) given Freedom of Speech rights to employees to the point that they can now make **DEROGATORY STATEMENTS** about their employers and supervisors ... even in the social media?
- Which employees have Freedom of Speech rights under the NLRA and which do not?
- How has the National Labor Relations Board (NLRB) changed the way employers' harassment, bullying, respect, insubordination and other policies relating to employee conduct and speech must be changed?
- How has the U.S. Supreme Court **DRASTICALLY** limited public employees' First Amendment Freedom of Speech rights ... both on and off the job?
- According to the U.S. Supreme Court, when do employees have First Amendment Freedom of Speech rights and when do they not?
- Why are employers now responsible for the harassing speech and acts of "**OFF DUTY**" employees?
- What "**DUTY OF LOYALTY**" do employees owe their employers both on and off the job ... and how does this duty conflict with the various "Freedom of Speech" rights?
- How should employers deal with each of these Freedom of Speech laws?

...and MUCH, MUCH more...

Join Scott as he outlines each of these "Freedom of Speech" laws and how employers need to address each one. Scott will not only outline these processes for you in his own unique, practical, entertaining and humorous style, but he will show you how to use this information **IMMEDIATELY!**



Scott Warrick, JD, MLHR, CEQC, SPHR
Scott Warrick Consulting, Training & Employment Law Services
(614) 367-0842 Office ♣ (614) 738-8317 Cell

www.scottwarrick.com

Link Up With Scott On [LinkedIn](#)

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Counselor

2012, 2010, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

[Scott Trains Managers and Employees ON-SITE in over 40 topics](#)

Scott Warrick specializes in working with organizations to *prevent* employment law problems from happening while improving employee relations. Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go.

Scott travels the country presenting his various programs, including his ["Tolerance By The Numbers: Using The Seven Skills of Tolerance," "Bullying and Healing The Human Brain," "The 7 Myths & 7 Skills of Strategic HR," "Freaks & Geeks: Preventing All Forms of Bullying & Harassment In The Workplace" and "Emotional Intelligence For Humans."](#)

Scott's ["Do It Yourself HR Department & Legal Compliance CD"](#) is a favorite among Human Resource Professionals to not only inform clients of the changes in Employment Law but to also bring their departments into compliance ... **AND KEEP THEM THERE!**

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

For more information on Scott, just go to www.scottwarrick.com