

WHAT THE HECK HAPPENED?

2021 EMPLOYMENT LAW UPDATE

FRIDAY, DECEMBER 10, 2021 & WEDNESDAY, DECEMBER 15, 2021

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting, Coaching & Training Services
Scott Warrick Employment Law Services
(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM

**Yes, it has been another HUGE year, in case you haven't noticed!
In this year's EMPLOYMENT LAW UPDATE, we will look at ...**

- How has Ohio drastically changed the law surrounding its civil rights law?
- How has personal liability changed under Ohio law?
- How have the statutes of limitations changed under Ohio law?
- How should you handle masks and vaccination records in your organization?
- When can you mandate vaccinations in your organization ... and when can you not?
- What is the current status of President Biden's various mandates for vaccinations ... and do any of these apply to you?
- What options exist for employers regarding vaccination requirements?
- Can comments based on someone's weight form the basis of a sex harassment complaint?
- What did the Sixth Circuit say about requiring employees to use someone's preferred pronouns, such as he/him, she/her or they/them?
- What did the Ohio federal court say about an employer's liability when it makes assumptions regarding an employee's disabilities or limitations?
- What did the Sixth Circuit say regarding bona fide occupational qualifications (BFOQ) defense when discriminating against a protected class?
- When is a broken toe a serious health condition under the FMLA?
- What did the Sixth Circuit say about conducting internal investigations ... and what does it mean for your investigations?
- What did the EEOC say regarding TELEWORKING REQUESTS and the ADA after COVID?
- What did the Sixth Circuit say about OFFENSIVE SPEECH and FREE speech?
- How did the Ohio Supreme Court change the world of NEGLIGENT HIRING ... and what does it mean to you?

- Why did the Sixth Circuit find that “AMBIGUOUS” responses to employees regarding the FLMA can end in liability?

...and MUCH, MUCH more...

Join Scott Warrick, one of Ohio’s most popular speakers, as he reviews the most recent and most important employment law changes and updates in his own unique, practical and entertaining style. Scott will not only inform you of these important changes, but he will use his almost 40 years of Employment Law and Human Resource Management experience to tell you how to use this information **IMMEDIATELY!**

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ALL SESSIONS ARE FULL DAY SEMINARS

REGISTRATION:	8:30 am to 9:00 am
MORNING SESSION:	9:00 am to 12:15 pm
LUNCH:	12:15 am to 12:45 pm
AFTERNOON SESSION:	1:00 pm to 4:00 pm

COST:

\$195.00 per attendee

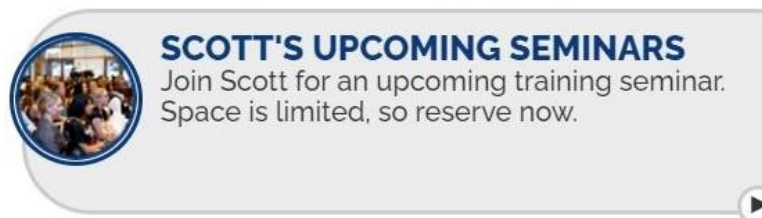
APPROVED FOR 6 HOURS OF SHRM and HRCI GENERAL CREDITS

**APPROVED FOR 6 HOURS OF
CONTINUING LEGAL EDUCATION (CLE) CREDITS**

**ATTENDEES WILL ALSO RECEIVE UP TO 9 HOURS OF 2021
SHRM & HRCI BUSINESS CREDIT WEBINARS FOR FREE! (\$300.00 VALUE!)**

**This meeting will be delivered through ZOOM...
So, come to relax, have fun and PARTICIPATE!**

To **REGISTER**, just go to www.scottwarrick.com and click on this icon on the left side of the Home page.



(<https://scottwarrick.com/products/open-enrollment-courses/>)

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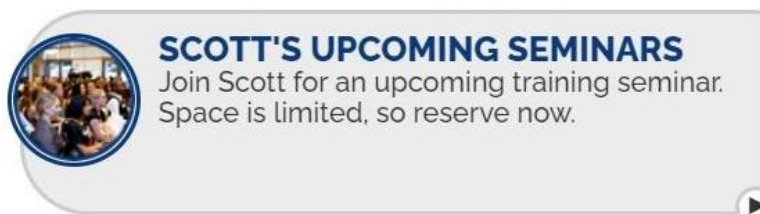
Scott's 2021 Fall Seminar Series Is Now Posted at WWW.SCOTTWARRICK.COM.

DEVELOPING YOUR EMOTIONAL INTELLIGENCE:
A DEEP DIVE UNDERSTANDING
FRIDAY, OCTOBER 22, 2021

LIVING THE FIVE SKILLS OF TOLERANCE
FRIDAY, NOVEMBER 12, 2021

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If you have any questions at all, please feel free to shoot me an email or give me a call.

Scott

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is both a practicing Employment Law Attorney and Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

[Scott Trains Managers & Employees ON-SITE in over 50 topics,](#) all of which can be customized **FOR YOU!**

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott is also a best-selling author. His first book, [Solve Employee Problems Before They Start: Resolving Conflict in the Real World](#), is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott's most recent book, [Living The Five Skills of Tolerance: A User's Manual For Today's World](#), is also a #1 Best Seller in 13 categories, including Business Leadership, Educational Leadership, Minority Studies, Organizational Change, Religious Intolerance and Race Relations.

Scott's [MASTER HR TOOL KIT SUBSCRIPTION](#) is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First's 20 People To Know In HR, CEO Magazine's 2008 Human Resources "Superstar," a Nationally Certified Emotional Intelligence Instructor and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008 and 2012. Scott has also received the Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council's David Prize for Creativity in HR Management.

Scott's academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

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

