



Your Monthly Chapter
News Source



October 2023

President's Message

Amber

Please write a humorous president's message to SuncoastHR for the month of October.
150 words

ChatGPT

Dear SuncoastHR Superheroes,

As we dive into the pumpkin-spiced mayhem of October, I couldn't resist adding a little pumpkin spice to the President's message. But rest assured, there will be no pumpkin spice HR policies here!

October brings us the joys of falling leaves, cozy sweaters, and Halloween costumes that make us question our colleagues' judgment. But let's not get too spooky – we've got work to do!

In HR, every day is like Halloween – you never know who's going to walk through your office door with a "HR-nightmare" situation. But remember, we've got this! We're the HR heroes who turn nightmares into manageable day-mares.

This month, let's tackle our HR challenges with the same spirit we approach costume parties – with creativity, humor, and a dash of over-the-top enthusiasm.

Stay spooky, stay HR-awesome, and let's make this October one to remember!

Seriously though... join us on **October 11th** to find out how AI and ChatGPT might be impacting our workplaces, and HR functions.

Yours in HR hilarity,



Amber Rees



Amber Rees, SHRM-SCP, PHR
President, SuncoastHR



We Look forward to seeing you on **Wednesday, October 11, 2023!** If you did not register and would like to attend, please reach out to hospitally@suncoasthr.org.



The poster features a dark background with a network of glowing blue and green lines. On the left, there is a profile of a white robot head. The title 'AI AND CHATGPT, AND IMPACT ON WORKPLACES AND HR FUNCTIONS' is in large, bold, white capital letters. Below the title, 'PRESENTED BY' is written in white. Two circular portraits of speakers are shown: Dr. Tim Henkel and Dr. John Licato, both from the University of South Florida. The 'LEARNING OBJECTIVES' section describes the content of the event, including demonstrations of AI and Q&A. The 'ATTENDEES WILL LEAVE WITH A BETTER UNDERSTAND OF' section lists four bullet points. The 'OUR PROGRAM' section provides a timeline for the event on Wednesday, October 11, 2023. The 'MEETING LOCATION' section lists the Feather Sound Country Club. A 'register today!' call to action is in a stylized font. A QR code is in a teal circle. Membership information is listed, and logos for suncoasthr and SHRM are at the bottom.

AI AND CHATGPT, AND IMPACT ON WORKPLACES AND HR FUNCTIONS

PRESENTED BY

 **Dr. Tim Henkel**
University of South Florida

 **Dr. John Licato**
University of South Florida

LEARNING OBJECTIVES

Attendees will see how Chat-GPT and AI work and their impact on our lives, as well as its application for business, workplaces and HR practitioners. Included will be demonstrations of how AI actually works in a variety of scenarios, and about how Chat-GPT will impact our lives. There will be extended Q&A for attendees to ask the experts and grow their knowledge about this important topic.

ATTENDEES WILL LEAVE WITH A BETTER UNDERSTAND OF

- How AI and Chat-GPT work
- Applications for them in business and HR
- Legal issues surrounding
- Safety and societal impacts

register today!

OUR PROGRAM

Wednesday, October 11, 2023

7:30a Registration & Networking
8:00a Opening Remarks/Announcements
8:30a - 9:30a Programming

MEETING LOCATION

Feather Sound Country Club
2201 Feather Sound Dr
Clearwater, Florida 33762

Premier Members - Included in membership
Basic - \$30
Non-Members/Guest - \$40



connect.enrich.support

AFFILIATE OF
SHRM
BETTER WORKPLACES
BETTER WORLD™

This program is pending approval for 1 SHRM, SHRM-CP and SHRM-SCP recertification through the Society of Human Resource Management (SHRM) and is pending approval for 1 General Credit towards PHR, SPHR, GPHR.

Unwanted World Cup Kiss - Incident Involving Spain Soccer President Highlights Workplace Harassment Risks

Bill Grob, SuncoastHR Legislative Director, Ogletree Deakins
Zachary V. Zaggar, Ogletree Deakins

Luis Rubiales resigned as the president of the Spanish soccer federation (RFEF) amid controversy over his kissing a women's national team player without her consent following the team's 2023 FIFA Women's World Cup win. The situation has sent shockwaves across the sports world and may serve as a reminder for employers in the United States of the persistent dangers of ignoring sexual harassment in the workplace.

Quick Hits

- A public and unwanted kiss on the lips of a Spanish women's national soccer team player by the president of their soccer federation shows the risks of workplace sexual harassment and misconduct.
- Employers may want to consider policies and procedures to discourage a culture of harassment and to address complaints.

During the awards ceremony following Spain's win in the World Cup Final in August in Sydney, Australia, Rubiales was caught on camera kissing star Spanish women's national team player Jenni Hermoso on the lips. Reports reflect that Hermoso has repeatedly stated that the kiss was unwanted and that she felt like a victim of aggression, though Rubiales has alleged the kiss was consensual. Rubiales, who was provisionally suspended by FIFA, is facing multiple investigations over his conduct at the World Cup and as president of the federation and reportedly could face criminal sexual assault charges in Spain.

This situation and other recent scandals underscore allegations of harassment and discrimination across women's sports. More broadly, the controversies highlight the continuing threat of sexual harassment and misconduct in the workplace, particularly between supervisors and their subordinates, even years after the #MeToo Movement sparked increased scrutiny of the issue.

These issues may punctuate the importance for employers of addressing potential harassment in the workplace head-on, without delay, and in a professional and effective manner. Here are some key steps employers in the United States may want to consider to avoid sexual harassment claims and liability.

Setting the Right Tone

Employers may want to consider whether they are truly discouraging a culture of harassment through their rules and messaging. Many employers have initiated new policies and practices that start with sending a strong message to their employees that harassment will not be tolerated in their workplaces. This messaging may involve a holistic approach that includes engaged leadership, demonstrated accountability, strong and comprehensive policies, regular training, and a trusted process for reporting complaints.

Adopting Strong and Comprehensive Policies

The adoption of a valid anti-harassment policy and vigorous enforcement of the policy is key. This policy may state that the company will not tolerate harassment, establish clear rules and boundaries for appropriate and acceptable behavior by employees and managers, and set forth rules against or requirements for disclosure of workplace romantic relationships. Additionally, the policy may designate ways to report a complaint, including options for reporting that do not require reports to be made to an offending supervisor, and mechanisms for enforcement of violations.

Holding Routine Anti-Harassment Training Sessions

Beyond policies, employers may want to consider if and how often they hold training sessions for both employees and managers to remind them of appropriate workplace conduct and the employer's anti-harassment stance. Zero tolerance for violations of an organization's dignity and respect standards is becoming the new normal in the workplace. Routine training can help ensure all employees and managers are on the same page and discourage offending conduct. Training sessions can also include reminders that the employees are expected to adhere to the employer's anti-harassment policy in all forms of company communication, both in person and online, which can be critical with more employees working remotely.

Developing Investigation Procedures

Developing and following procedures to investigate harassment complaints swiftly, fairly, and effectively can be key to preventing incidents of harassment. Failure to properly respond to complaints can foster a culture of harassment and failure to have proper investigative procedures in place can lead to the risk of increased liability for employers facing claims. Employers may want to consider adopting investigation policies with guidelines for the timeliness, fairness, thoroughness, and overall procedure for conducting harassment investigations. Additionally, depending on the level at which the alleged bad behavior occurs, employers may want to consider using an outside investigator to overcome the perception of bias, and to safeguard privilege in the investigation.

Key Takeaways

Despite closer scrutiny of harassment and discrimination in the workplace following the rise of #MeToo, the incident involving the Spanish soccer federation president shows how such issues persist in some workplaces, including involving the top-level leadership of organizations. Employers may want to take the incident as a reminder to review their anti-harassment messaging, policies, and investigative procedures to prevent harassment issues in their workplaces.



Remember to Renew your Membership?

Thank you for being part of SuncoastHR.

SuncoastHR's mission is to provide a forum for professional development opportunities, to support human resource professionals, and reinforce and endorse the values of the Society for Human Resources Management (SHRM) at the local level.

SuncoastHR strives to continuously provide relevant education and networking opportunities to help you advance your career. We have many benefits and services to help our members engage and succeed in their HR roles. We are a recognized provider of professional development credits with SHRM and for recertification credits with HRCI giving you access to education designed to meet testing or recertification requirements.

Whether you are expired or up for renewal, renew your membership today by logging into your member profile at www.suncoasthr.org in order to continue to take advantage of these connections and resources.

If you have any questions, please contact the membership team at membership@suncoasthr.org

We look forward to connecting with you in 2023!



2023 CHARITY PARTNER ST. PETE FREE CLINIC

**YOU HAVE THE POWER
TO HELP - DONATE NOW**

No amount is too small to give.



SCAN THE QR CODE
OR
TEXT **SUNHR** TO **707070**
TO DONATE



October Observances

October Diversity Moment:

- Bullying Prevention Month

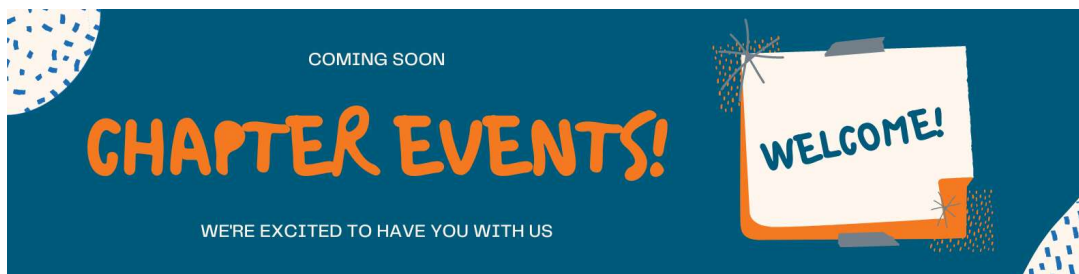
October Observances:

- Breast Cancer Awareness Month
- National Disability Employment Awareness Month
- Bullying Prevention Month
- Domestic Violence Awareness Month
- Global Diversity Awareness Month
- Filipino-American Heritage Month
- German-American Heritage Month
- LGBTQ History Month
- National Work and Family Month
- Polish-American Italian-American Heritage Month
- Heritage Month
- Family History Month

Important Upcoming DE&I Calendar Dates:

- October 1 – National Seniors Day (Canada)
- October 2 – International Day of Nonviolence | Rosh Hashanah
- October 6 – Shmini Atzeret
- October 7 – Simchat Torah
- October 9 – National Indigenous Peoples' Day (United States)
- October 10 – Thanksgiving Day (Canada) | World Mental Health Day | Indigenous People's Day
- October 11 – National Coming Out Day (LGBTQ+) | Yom Kippur | International Day of the Girl Child
- October 12 – World Sight Day
- October 14 – Defender of Ukraine Day: This day celebrates those who have fought for the freedom of Ukraine
- October 15 – Navrati begins (Hindu) | White Cane Safety Day
- October 16 – Birth of the Bab (Baha'i) | Waste Reduction Week | Bosses' Day
- October 17 – Birth of Bahá'u'lláh
- October 18 – National Persons Day
- October 19 – Spirit Day (LGBTQ+ anti-bullying)
- October 20 – Sikh Holy Day (birth of Guru Granth)
- October 22 – International Stuttering Awareness Day
- October 25 – Birth of Baha'u'llah (Baha'i)
- October 26 – Intersex Awareness Day | Eid Milad ul-Nabi
- October 31 – Halloween

Know of an upcoming Inclusion & Diversity event in Florida? Want to be a part of the Diversity Committee? Are you a DEI organization and would like to partner with SuncoastHR? Email the President-Elect at presidentelect@suncoasthr.org



Upcoming Events



Oct
11

Chapter Meeting

AI and ChatGPT, and Impact on Workplaces and HR

Feather Sound Country Club
Registration opens at 7:30am
Starts at 8:00am

Oct
28

Community

NAMIWalks

University of South Florida
Tampa
8:00am - 1:00pm

Nov
15

Chapter Meeting

SuncoastHR & HR Tampa Dinner Meeting
Annual Diversity Joint Event
Making Your Strategic DEI Plan in YOUR core Business
Function Happen

Centre Club, Tampa FL
Registration opens at 5:00pm

Dec
13

Social

SuncoastHR Holiday Social

Feather Sound Country Club
Starts at 6:00pm

Jan-Feb
31-1

Conference

2024 HR Florida Legislative Conference

Four Points by Sheraton Tallahassee Downtown
Registration opens November 1

Member Meetup with

VP of Membership
Rich Williams



November 8, 2023
8 am

Location Details Coming Soon

Engage in open discussions related to human resources. Our panel of HR experts is here to address your inquiries and provide insights into various HR-related topics. Whether you're curious about hiring processes, employee engagement, workplace policies, or any other HR-related matters, feel free to ask, and we'll do our best to provide helpful and informative answers.

LET'S GET STARTED— SCAN THE QR
CODE TO SUBMIT YOUR QUESTIONS!



This program is pending approval for 1 SHRM, SHRM-CP and SHRM-SCP recertification through the Society of Human Resource Management (SHRM) and is pending approval for 1 General Credit towards PHR, SPHR, GPHR.



RSVP Now!
www.suncoasthr.org



Save the Date

2024 Annual HR Conference

Develop, Improve, Get Ahead

Flourish

APRIL 10, 2024
Ruth Eckerd Hall
CLEARWATER, FL



Sponsorship Opportunities Available!

Contact Josh Simms - josh.simms@usi.com



What's Included?

SHRM & HRCI Credits,
Professional Development,
Lunch, Snacks, Happy Hour,
Networking and Raffle





NAMIWalks Hillsborough

Event Date:

Saturday, October 28, 2023

Location:

University of South Florida
Tampa, FL
#Together4MH

Event Time:

8 am - 1 pm EST



Better Together!

SuncoastHR invites you to join the HR Tampa team

Please support the HR Tampa team for NAMIWalks - Hillsborough on Saturday, October 28, 2023 by joining the team or donating if you cannot join.

[Click here to Donate or Join the team!](#)

Questions Contact:

Chelly Conley, Director of Diversity
diversity@hrtampa.org

Walk with NAMI in 2023

The power of our mission is being felt as never before. The achievement of "Mental Health for All" has never felt this critical yet closer to being realized.

It's not how far we walk at NAMIWalks Hillsborough on October 28, 2023, at the University of South Florida in Tampa, FL, but how far we've come to make our milestones count. With your support and high spirits, we intend to make an unprecedented impact on mental health in our community.

NAMIWalks 2023 represents a powerful chance to leave a significant mark on the local mental health landscape.

Whether you're a previous participant or a new voice waiting to be heard, we're pretty sure you'll find the festivities inspired and inspiring.

This year, changing the world begins at the University of South Florida. See you there!

Dogs are welcome at certain NAMIWalks events. Please confirm the local policy before bringing your furry friends out to the event.

ALL TOGETHER - FOR MENTAL HEALTH FOR ALL

#Together4MH



Hello & Welcome

Jaxmin Ramirez
Gabriella Conicelli
Nick Rees

**On behalf of the
Board of Directors &
Members, Welcome!**



**It Feels
Good to
Give Back!**



**Want to get
involved?**

If you are interested in getting involved with the chapter, complete an inquiry form!

Become a Volunteer Leader Today!
Check out our **Volunteer Center**





BETTER TOGETHER

SuncoastHR is proud to announce an alignment with the Wellness Council of Tampa Bay (WCTB).

- + The WCTB provides a network of corporate wellness professionals and human resources professionals, to improve the health of employers throughout the greater Tampa Bay.
- + Through this collaboration we will be able to provide resource sharing, education, networking, and strategic planning. For more information on becoming a member or attending an upcoming event, visit www.wellcounciltb.org.



WELLNESS
COUNCIL OF
TAMPA BAY



DID YOU KNOW?



CAREER CENTER IS UP AND RUNNING?

Post job openings, find potential candidates, search openings and subscribe to new posting notifications.

To Post an opening please login. If you are not a member of SuncoastHR please follow the link below which will take you to a product to purchase your career posting. The cost is \$100 for 1 month per posting.

QUESTIONS?

Please contact the workforce readiness team.
workforcereadiness@suncoasthr.org

Call for Speakers!

2024 Flourish Annual Conference and Monthly Chapter Meetings

Submit an application [here](#).
Submissions will be reviewed by the Programs teams.

SuncoastHR welcomes your application to provide our chapter with topics that will allow us to advance the human resources profession and the capabilities of all human resources professionals to ensure that HR is an essential and effective partner in developing and executing organizational strategy.

EXPLORE YOUR COMMUNITY
LOCAL EVENTS

CLICK HERE

Conference Alert!

2024 HR FLORIDA LEGISLATIVE CONFERENCE

Mark your calendars! Registration opens on November 1st. This conference grows exponentially every year - get approvals ready to register when it opens!



Join us for the 13th Annual Florida State Legislative Conference! It will be a unique opportunity to visit our State's Capitol, where you will learn about pending legislation and its impact on employment.

During the conference, you will also have an opportunity to meet with your District Representative and/or State Senator. Please watch for information on scheduling appointments with your legislator(s) and details on the agenda.

This is a free conference for Florida Human Resource Professionals. Attendees are responsible for booking and payment of their lodging accommodations.



2024 HR Florida Conference & Expo

Renew the Heart of HR

August 25-28, 2024
Rosen Shingle Creek
Orlando, Florida



Dominique Dawes



Anthony Robles



Johnny Crowder



Join us for our 46th annual conference on August 25-28, 2024 at the Rosen Shingle Creek Resort in Orlando, Florida.

The HR Florida Conference & Expo is presented annually by the HR Florida State Council, a state affiliate of the Society for Human Resource Management (SHRM). This is one of the largest HR conferences in the southeastern United States attracting over 1,500 human resources professionals and vendors from throughout the state and across the globe.

Representing virtually every industry and size of business, this is the place to be for professionals to network, grow, and learn about the human resources industry. You also have the opportunity to earn maximum credits for both the HR Certification Institute and SHRM Competencies Certifications.

Chapter Member
Discount Code:

RENEW24



2024 Registration Rates

Pre Sale	9/1/23 - 9/30/23	\$899.00
Super Saver	10/1/23 - 2/29/24	\$1049.00
Early Bird	3/1/24 - 4/30/24	\$1199.00
Regular	5/1/24 - 7/31/24	\$1399.00
Late	8/1/24 - 8/15/24	\$1599.00
Walk In	After 8/15/24	\$1749.00

*Bulk Chapter

	5-9	10+
9/1/23 - 9/30/23	\$809.10	\$764.15
10/1/23 - 2/29/24	\$944.10	\$891.65
3/1/24 - 4/30/24	\$1079.10	\$1019.15
5/1/24 - 7/31/24	\$1259.10	\$1189.15
8/1/24 - 8/15/24	\$1439.10	\$1359.15

Bulk Corporate

	5-9	10+
9/1/23 - 9/30/23	\$854.05	\$809.10
10/1/23 - 2/29/24	\$996.55	\$944.10
3/1/24 - 4/30/24	\$1139.05	\$1079.10
5/1/24 - 7/31/24	\$1329.05	\$1259.10
8/1/24 - 8/15/24	\$1519.05	\$1439.10

Register: [HRFLORIDACONFERENCE.ORG](https://hrfloridaconference.org)

Save the Date!
HRC Conference Cruise!

March 3-8, 2024

Explorer of the Seas

Miami, Florida | Labadee, Haiti | Falmouth, Jamaica

HRCruise.com

Early Registration is open - Use the QR Code

- Secure your registration with a \$50 Deposit by using Promo code: **FRIENDOFCYNTHIA** at checkout.
- \$599 Conference Registration price
- \$100 in On Board Credit per stateroom
- Early registration ends 5/31/23
- We'll invoice you for the balance (registration and state-room) payable 12/15/23
- Stateroom Pricing (per person/double occupancy):

Interior	\$ 599
Promenade	\$ 709
Ocean View	\$ 659
Ocean View with balcony	\$ 819
Junior Suite	\$1069





SHRM and Chapters are better together

JOIN OR RENEW TODAY at SHRM.ORG/JOIN-NOW

JOIN OR RENEW TODAY at WWW.SUNCOASTHR.ORG

SHRM Membership



Download 3,000+ articles, tools, templates and how-to guides



HR Knowledge Advisors can help with your most pressing HR questions



Stay on top of critical HR issues with e-newsletters, webcasts, and HR Magazine



Receive alerts on federal, state, and local employment laws

Chapter Membership



Network with HR professionals and companies in your community



Access local professional development learning opportunities



Gain insights on HR best practices in recruitment, training, benefits, and more



Earn PDCs for attending chapter-approved programs



SHRM Certified Professional (SHRM-CP®)

For individuals **performing HR or HR-related duties or pursuing a career in Human Resources** (basic working knowledge in HR is recommended).

Your **current or most recent work in HR is operational in nature** (i.e., implements policy, serves as HR day-to-day point person, etc.)

Your **duties tend to be specialized** versus general.



SHRM Senior Certified Professional (SHRM-SCP®)

For individuals with a **work history of at least three years performing strategic level HR or HR-related duties**; or for SHRM-CP credential holders who have held the credential for at least three years and are working in, or are in the process of transitioning to, a strategic level role.

Your **current or most recent work in HR is strategic in nature** (i.e., develop HR policies, execute all integrated HR operations, direct the entire HR enterprise, or lead the alignment of HR strategies to organizational goals).

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Meeting Sponsor



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Annual Sponsors



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INCENTIVE SERVICES, INC.®
Maximizing Performance Through People



Wishing Well Works
CORPORATE WELLNESS



A woman with long dark hair, wearing a black sleeveless top, is shouting into a red megaphone. She has a determined and energetic expression. The background is white with a purple curved shape on the right side.

About Us



SuncoastHR is a not-for-profit professional association. We are a Society for Human Resources (SHRM) affiliate chapter with more than 200 engaged members, and the local choice of St Petersburg and Pinellas County area human resource (HR) professionals. SuncoastHR strives to continuously provide relevant education and networking opportunities to help HR professionals advance within their careers. We have many benefits and services to help our members engage and succeed in their HR roles.

Our **mission** is to provide a forum for professional development opportunities, to support human resource professionals, and reinforce and endorse the values of the Society for Human Resources Management (SHRM) at the local level.

We are a recognized provider of professional development credits with SHRM and for recertification credits with HRCI giving you access to education designed to meet testing or recertification requirements.

Join us! Our Memberships:

Professional Members:

Basic Professional Membership – Annual Dues - \$125.00

- This membership does not include Chapter Meeting fees or the Chapter's annual Conference.
- Chapter meeting fees are \$30.00, and the Chapter's annual conference fee is \$149.00

Premier Professional Membership – Annual Dues - \$300.00

- This membership includes Chapter Meeting fees with pre-registration (valued at \$300.00). This membership also includes attendance to the Chapter's annual Conference (valued at \$149.00).

Adjunct Members:

Adjunct Basic Membership – Annual Dues - \$300.00

- This membership does not include Chapter Meeting fees or the Chapter's annual Conference.
- Chapter meeting fees are \$30.00, and the Chapter's annual conference fee is \$149.00.

Adjunct Premier Membership – Annual Dues - \$400.00

- This membership includes Chapter Meeting fees with pre-registration (valued at \$300.00). This membership also includes attendance to the Chapter's annual Conference (valued at \$149.00).

Student Members:

Student Membership – Annual Dues - \$50.00

- This membership does not include Chapter Meeting fees or the Chapter's annual Conference.
- Chapter meeting fees are \$5.00, and the Chapter's annual Conference fee is \$149.00.

Follow Us!



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www.suncoasthr.org

SuncoastHR is a professional organization with nearly 200 Human Resource professional members throughout the Tampa Bay community. We are a SHRM affiliate chapter, and proudly support our state council, HR Florida, in representing 28 chapters and more than 16,000 members in the State of Florida.

P.O. Box 2111 Pinellas Park, Florida 33780

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