

**7:30 am**                      **Registration & Networking** Coffee service and continental breakfast available

**8:15—9:45am**                **Harassment & #MeToo Movement** (Pre-Approved for 1.5 SHRM PDCs & 1.5 General HRCI credits)  
*Presented by: Brent Hamilton & Gillian Murphy; Davis Wright Tremaine (PDX)*

A complex web of state and federal laws and regulations govern an employer's obligation to maintain a harassment-free workplace. Though maintaining an anti-harassment policy is a first step to reducing exposure to harassment lawsuits, it is not enough. Employers should also educate all levels of their workforce about appropriate workplace conduct. This interactive presentation will not only cover the legal definitions of the various forms of harassment, but will also provide guidance on some of the gray areas that commonly arise in the modern workplace. Attendees will also gain valuable insight into investigations, avoiding retaliation, and appropriate courses of action to take when witnessing harassment.

**10:00—11:30 am**            **Washington Paid Family & Medical Leave – Getting Employers Ready for 2019 with Q & A session**  
(Pre-Approved for 1.5 SHRM PDCs & 1.5 Business HRCI credits)  
*Presented by: Matt LaPalm; WA State Employment Security Department (Lacey)*

Washington will be the 5th state to offer paid family and medical leave benefits starting in 2020, but employers have action to take in 2019. Get a jump on 2019 and learn how your business can prepare to implement this mandatory program in this presentation by the Washington State Employment Security Department. This session will help participants understand the legislation and emerging regulations, preparing them to guide leadership within their respective organizations.

**11:30—12:30 pm**            **Yes Vets Program** (Pre-Approved for 1.0 SHRM PDCs & 1.0 General HRCI credits)  
*Presented by: Arturo V. Espinoza; WorkSource Columbia Basin*

In the Washington legislature HB 2040 was introduced as a cooperative effort to initiate a campaign to increase veteran employment. Promoting both employment opportunities and training opportunities, Yes Vets partners with agencies and businesses to recognize and highlight organizations that hire veterans. This presentation will feature elements of the Yes Vets program, providing information for participants to align their organizations with the program.

**12:00—1:00 pm**              **Lunch** (included with registration)

**1:00 –2:30 pm**                **Time for Disruption: A Call to HR Leaders to Lead** (Pre-Approved for 1.5 SHRM PDCs & 1.5 General HRCI credits)  
*Presented by: Wade Larson, Larson Leadership Consulting (Spokane)*

HR Leaders have a unique opportunity to drive change and optimize organizational success, but are we taking full advantage of it? Most HR professionals instead find they are overwhelmed with the day-to-day "stuff" and have little time to make a real difference. In this workshop, Dr. Larson will disrupt the traditional HR thought process and share the 5 steps all HR leaders must take to move out of their office and lead the organization to new achievements.

**2:45—4:15 pm**                **Developing Your Inner Circle** (Pre-Approved for 1.5 SHRM PDCs & 1.5 General HRCI credits)  
*Presented by: Peggy Vasquez; Battelle*

Whether you realize it or not, you are part of an inner circle and are likely helping someone else move closer to their goals, dreams and desires. Why not use this successful technique in your own life and develop a powerful inner circle of your own? With the help of your inner circle, you can gain greater momentum to carry you closer to your goals, dreams, and desires.

EMPLOYMENT LAW

COMPLIANCE

LEADERSHIP

DIVERSITY

NETWORKING