

What's News

July 2006

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WARNING – DON'T RETALIATE

On June 22 the Supreme Court in a rare unanimous decision added another provision to Title VII of the 1964 Civil Rights Act. Title VII prohibits discrimination in the workplace on the basis of race, color, religion, sex or national origin. Now it also makes retaliation by companies or fellow employees, against people who file complaints, illegal.

This ruling means you, as a business, cannot retaliate in anyway against someone filing a complaint internally at the company or externally to the EEOC. The court went further to say it is illegal to retaliate even if the initial complaint was never validated. It is a stunning ruling that extends the scope of Title VII significantly and you need to know that now.

Diversity Inc., an online diversity publication reported in an article on June 23, 2006 "in 2004, 22,740 charges of retaliation discrimination were filed with the EEOC, leading to \$90 million in settlements." This made **retaliation discrimination** the third highest settlement category after gender and race.

So now you have all been forewarned – NO RETALIATION!

**For more information on this ruling check Diversity Inc.
at www.diversityinc.com**

Anonymous Coward Replies

Replies to John's "Anonymous Coward" article in the June Newsletter obviously stirred a lot of conversation. Thank you for all of your comments – we had many phone calls and e-mails from those of you who have experienced the same kind of anonymous "feedback" or "gossip" in your work environment. The response was overwhelmingly supportive of John's point of view. We've only had one negative reply. That person refused to allow us to reprint their reply so here are two of the other replies we had permission and room to reprint.

"Regarding the "Anonymous Coward" in the What's News publication. I just wanted to extend a huge pat on the back to John for saying what everyone else wanted to. I also wanted to convey that the courses I attended previously were without a doubt the most beneficial and productive courses that I had ever received. Keep up the good work and thanks for helping me help myself."

"John and Susan:

Just a short note to Thank You both personally for the published response in What's News with regard to the gutless attack on your good intentions and (the manager's) integrity. Anonymous's' remarks should never have been dignified by airing; yet (the manager's) integrity allowed them to answer the dispersion in open forum.

My own opinion, and I have expressed it a few times to the manager's in passing, is that I would not have wanted to be their shoes for the past year or so. As you said, I could see many sleepless nights. There is not enough money, or awards, in the world to compensate them for what they surely must have agonized over; so, I hope for a higher place in heaven for them.

"Right Thing" ...time will tell (from a corporate viewpoint); but what they did was certainly the generous and caring thing. As evidenced by the number of associates who accepted the buyout and other separation benefits, it will give those whose lives could have been devastated multiple options. For them, it definitely was the right thing.

Women's Leadership Retreat, 2006 A Great Success!

The next Retreat is scheduled for May of 2007. There are only 5 spaces remaining. If you want to attend you must have completed Women Moving Forward®, put the learnings from that course into practice in your life and have a conversation with Susan.

We encourage you to act quickly if you want a space in the 2007 Retreat.

Leading Projects Through Relationship, Commitment and Purpose Aug. 15-17, 2006

The May course in Wisconsin was so successful we have scheduled one in August in Colorado. If you think you may attend, please let us know. The prerequisite is Productive Relationships. There are only 8 spaces left in this course.

Managing Corporate Change

August 22-24, 2006

We have rescheduled this class to August so that three of our clients could attend. There are 9 spaces left so if you want to be included let us know.

Women Moving Forward®

January 17-19 and June 5-7, 2007

There are only 24 spaces left (12 each) in January and June 2007. If you have a referral to the workshop or you want to attend, please contact us.

Feedback from Joan Tolley, one of our graduates from Steelcase.....

“Just this morning I received an invitation to a celebration on major competitive win for our company. All recognizing contributions of people who have dedicated their time, intellect and emotions into making their organizations a success. This all calls to mind a very important question that leaders need to ask themselves. “Do I take the time to celebrate employee and team accomplishments and make them a special time?” As easy as it is to, some leaders don’t make the effort. It doesn’t take that much but reaps big rewards. Reminding us all of this from time to time helps our employees feel valued.

Thanks Joan for that input

Congratulations Are In Order.....

To Yanet Arevalo and her family on the birth of her daughter, Erika on June 9th. Erika was 7 lbs. 15 oz. Mom, baby and Dad, Ricardo Ochoa are doing fine. Yanet is a P & G Women Moving Forward graduate from Caracas.

To Jen Berndt on her Corporate Engineering Outstanding Contribution Award that she received in May 2006.

To Joan Tolley on her 25 year anniversary with Steelcase, Inc.

To Rose Sikorski on her new position as Senior Program manager at Cardinal Health. Rose was formerly with Nationwide.

To Cathy Hendy Wilson on her marriage to Gary in 2003 and the birth of her daughter, Katarina in 2005 and her promotion to Section Head for P & G. Thanks for updating us Cathy.

To Barb Angen on her retirement from Agilent Technologies. Barb attended Women Moving Forward 16 years ago.

To Carma Gonczy on her new job as Senior Accountant for Nautilus Insurance.

In Memoriam

Sharon Silvas

Editor, Colorado Women’s Magazine. Sharon was a pioneer in Women’s journalism. She was a founder of the Colorado Women’s Chamber of Commerce and her efforts on behalf of women will always be remembered. Our condolences go out to her partner and her children.

Dr. Connie Calkin.

Field Director of the University of Denver’s Graduate School of Social Work was one of first women to take Women Moving Forward – 28 years ago. She decided then to go back to school for her MSW and Ph.D. She was a successful Social Worker and was awarded the Professor Emeritus title at the GSSW. Our condolences go out to her husband and family.

PUBLIC WORKSHOP SCHEDULE

2006 Courses

LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	August 14-18*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	August 16-18**	Lone Tree, CO	\$3,000
MANAGING CORPORATE CHANGE	August 22-24	Lone Tree, CO	\$3,000
PRODUCTIVE RELATIONSHIPS	September 12-14	Lone Tree, CO	\$3,000
ADVANCED WOMEN MOVING FORWARD®	October 4-6	Lone Tree, CO	\$3,600
ADVANCED MEN'S COURSE	October 10-12	Vail, CO	\$4,200

2007 Courses

LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	January 8-12*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	January 10-12**	Lone Tree, CO	\$3,000
WOMEN MOVING FORWARD®	January 17-19	Lone Tree, CO	\$3,000
WOMEN'S LEADERSHIP RETREAT	May 8-10	Edwards, CO	\$4,200
WOMEN MOVING FORWARD®	June 5-7	Lone Tree, CO	\$3,000

***TO INCLUDE A REQUIRED 2-DAY PRODUCTIVE RELATIONSHIP WORKSHOP**

****FOR THOSE THAT HAVE MET THE PREREQUISITE ATTENDANCE OF PRODUCTIVE RELATIONSHIPS**

***To register for any course, retreat, or conference, contact our office.
We accept MasterCard, Visa & American Express***

**There is a \$500 discount when two or more people attend the same
\$3,000+ workshop from the same company and location.**

***You must register together and attend together*
*All prices are subject to change. No refunds are given.***

