

**Subject:** SHRM-Atlanta eHuman Resource

**Date:** Wednesday, January 18, 2017 at 4:06:26 PM Eastern Standard Time

**From:** SHRM-Atlanta

**To:** jchoice@shrmatlanta.org

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eHuman Resource

January 18, 2017

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## Articles of Note

### EEOC Issues Publication Informing Job Applicants and Employees with Mental Health Conditions of their Employment Rights

By: Michael J. Rose & Danielle Van Katwyk

On December 12, 2016, the U.S. Equal Employment Opportunity Commission (EEOC) issued a user-friendly resource document aimed at informing applicants and employees with mental health conditions about their workplace rights under the Americans with Disabilities Act of 1990 (ADA). The publication also addresses circumstances regarding workplace privacy rights, such as confidentiality of medical information, and the process for requesting and documenting the need for a reasonable accommodation relating to a mental health condition.

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### Court: Employees Seeking Accommodation Must Compete For Reassignment Split In Circuits Could Lead To Supreme Court Intervention

By: Richard R. Meneghello

The 11th Circuit Court of Appeals ruled that a disabled worker forced to leave her position because of her physical impairment must compete for vacant jobs when seeking reassignment, handing a victory to her former employer. By concluding that employers have no obligation to provide preferential treatment to individuals with disabilities when attempting to accommodate them via reassignment, the court decision runs in direct conflict with various other circuits – and the EEOC – which have ruled otherwise.

[Read More](#)

## So You're Going Global! Five Employment Basics for U.S. Companies Expanding Overseas

By: Rebecca L. Marks & Carson G. Burnham

Your company is doing well in the United States, and you are looking to expand internationally. That can be a very exciting time! But besides the practical logistics (e.g., Do I need to set up a subsidiary to hire someone overseas?), what fundamentals do you need to know before you take on an employee in another country? Once you grasp the basic differences between dealing with U.S.- and non-U.S. employees, you will foster smoother employee-employer relationships and prevent unexpected hits to your bottom line.

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## Nominations Close 2/15

### IMPACT Awards

The annual SHRM-Atlanta IMPACT Awards recognize individuals or teams in the profession of Human Resources whose actions or initiatives have demonstrated outstanding impact and benefit – above and beyond normal expectations – to their business or the community.

Nominees and their initiatives should reflect significant contributions through IMPACT: Innovation, Motivation, Performance, Achievement, Creativity or Transformation in the work being recognized.



[Submit a Nomination](#)

## SHRM-Atlanta February Webinar

### How HR Can Lead From The Future

February 16, 2017 | 12 pm - 1 pm

Speaker: Yvette Montero Salvatico

In today's fast-paced world, change occurs rapidly and modern organizations can only thrive if their brand of leader is empowered by the exciting opportunities of the future, not one that is fearful of its uncertainty.

This webinar will orient attendees on new ideas and potential disruptors, the emerging shifts in society and strategy, and will employ the use of long-range goals to drive success in the present.

Sponsor: [The Futures School](#)



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