



Keeping It Real: The Importance Of Honesty In HR

October 21, 2020



Vensure Employer Services and our PEO Partners



Agenda

- 1 Why Be Honest?
- 2 Hiring
- 3 Performance Evaluations
- 4 Disciplining/Terminating
- 5 Providing References
- 6 Q&A

Instructions for Submitting Questions with GoToWebinar



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› In the control panel, there is a dropdown section entitled, “Questions”



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› Please note that you will not see the questions or comments of others



› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

Why Be Honest?

Why Be Honest?

HR Is A Business's Backbone

You Can Be Sued

The Truth Hurts

2

Hiring



Hiring

- › Deceit: Helmer v. Bingham Toyota Isuzu
- › Honesty: The Peace Corp
- › Don't Over-Promise
- › Implied Contracts



3

Performance Evaluations

Performance Evaluations

- › Deceit: Vaughn v. Edel
- › Honesty: Hawkins v. Pepsico, Inc.
- › Direct
- › Specific
- › Helpful



4

Disciplining/Terminating

Disciplining and or Terminating

- › Deceit: Staub v. Proctor Hospital
- › Honesty: Coleman v. Blockbuster, Inc.
- › Apply Rules & Standards Equally
- › Do Not Delay Decisions
- › Give Clear Instructions
- › Listen To Employee Before Acting



5

Providing References

Providing References

- Deceit: 5 Unit School District
- Honesty: Civil Codes
- Dates of Employment
- Position Held
- Eligible For Rehire

6

Q&A



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**Thank You for
Your Time**

