CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

October 2025

HR conference



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



EHRA Members,

Happy October and welcome officially to fall, although our summer like temperatures would say differently!

We are so excited about our annual conference, and I would like to personally invite you to attend. You will read more about the conference in the following pages of the newsletter but mark your calendar for October 22nd. I am confident that you that you will be impressed with the speakers and content in this year's lineup.

As the year winds down, be on the lookout for details on our holiday gathering in December as well as plans for 2026. If you missed the announcement, we will be hosting all of our monthly meetings at City View at Sterling Square next year. We have been thoroughly impressed with their location, and we hope you have been as well. A speaker line up for 2026 is almost finalized and we will be sure to share that with you for planning purposes.

Elizabeth Lawrence said, "Everyone must take time to sit and watch the leaves turn." I hope you will make time to enjoy the beauty in whatever makes your heart happy.

Jennifer Zimmer

President

EHRA Mission

The mission of the Evansville-Area Human Resource Association, Inc. is to promote professionalism in the area of Human Resource Management by providing opportunities for networking, comprehensive education and proactive support for its members while serving as a resource and advancing initiatives in the community through the enlistment of engaged and talented volunteer leaders.



EHRA Monthly Meeting Schedule 2025

EHRA Annual Fall Conference 2025

Location: **City View at Sterling Square**

https://cityviewevv.com/ 210 N. Fulton Ave, Evansville, IN 47710

Wednesday October 22nd, 2025 7:30am to 4:45pm

Visit ehranet.org and click on meetings to register or for more information.

Please mark your calendars for future 2025 EHRA monthly meetings:

November 20th, 2025- City View at Sterling Square

December 2025– Holiday Party– more details TBA



2025 Annual EHRA Conference

Wednesday October 22nd, 2025

Agenda: (Exact times may change closer to the event)

7:30a - 8:15a	**Breakfast**
8:15a - 8:30a	**Opening Remarks**
8:30a-10:00a	**Chaos, Curveballs, & Comebacks: The Leadership Playbook for Unpredictable Times - Coach Colene**
10:00a - 10:30a	**Vendor Break**
10:30a - 12:00n	**Development and Hiring as it Relates to Personality Assessments - Colleen Terrell**
12:00n - 1:00p	**Lunch and Vendor Time**
1:00p - 2:30p	**Creating a Culture of Change: How Strategic Conflict, Trust, and Empathy Build Thriving Workplaces - Whitney Bandemer**
2:30p - 3:00p	**Vendor Break**
3:00p - 4:30p	**Now What? Turning Inspiration into Action - Coach Colene**
4:30p - 4:45p	**Closing Remarks**

Visit ehranet.org and click on meetings to register or for more information.

Many thanks to this year's conference sponsors!

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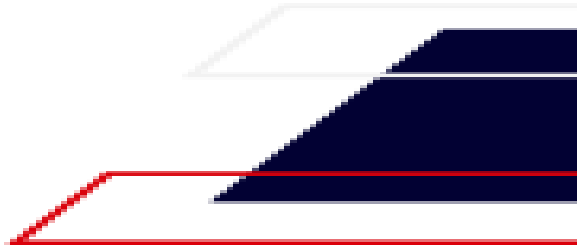
Our purpose is people



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Celebrating 40 years of serving the Evansville area (1985–2025), Action Staffing has built a legacy of delivering exceptional workforce solutions. In a market full of options, we stand out through customized hiring solutions and a steadfast dedication to excellence, helping you build a team that outperforms the competition. Whether you need top-tier talent or streamlined workforce management, we deliver results that keep your business ahead.









HUMAN RESOURCES
LAW UPDATE

LEGISLATIVE AFFAIRS UPDATE
with Joshua B. Gessling—Legislative Affairs Chairperson

Seventh Circuit Expands Hostile Work Environment Claims to Age-Based Harassment

By: Nicholas J. Golding and Jackson T. Treadway

In a recent opinion, *Blumenshine v. Bloomington School District No. 87*, the Seventh Circuit held that hostile work environment claims may also be brought for age-related harassment under the Age Discrimination in Employment Act (ADEA). Employers in Indiana and Illinois should take note of this development and be aware that age-based discrimination claims may be more common in the future.

The Court's Decision
In this case, the plaintiff, a former elementary school teacher, alleged that supervisors and co-workers repeatedly made derogatory comments about her age, excluded her from work opportunities, and suggested she was "too old" for the job. The court concluded that these allegations, if proven, could establish a hostile work environment claim based on age.

This ruling reflects a growing consensus among courts that persistent age-related harassment can violate federal law. Hostile work environment claims have historically been brought under Title VII of the Americans with Disabilities Act (ADA). In recent years, courts have expanded hostile work environment claims to include age-related harassment, recognizing that the ADEA's language is identical to the ADA and thus deserves similar treatment. The Seventh Circuit joins the First, Second, Fifth, Sixth, Eighth, Ninth, and D.C. Circuits in recognizing hostile work environment claims under the ADEA.

Practical Implications for Employers
The Seventh Circuit's decision highlights the importance of employers addressing age-based issues in the same way as other forms of workplace harassment. Employers should reinforce that age-related jokes, stereotypes, and negative comments are inappropriate and investigate complaints of age-based mistreatment with the same urgency given to other harassment complaints.

Takeaway
This decision serves as a reminder that age discrimination claims extend beyond hiring and firing decisions. Courts are increasingly willing to recognize hostile work environment claims under the ADEA, creating additional exposure for employers who fail to address age-related harassment in the workplace.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.

Welcome Our New Members!

New EHRA Members this month!

Danielle Boarman, H-E Parts International

Nicole Kirkwood, H-E Parts International

Welcome to EHRA!

Please also consider joining SHRM if you are not currently a member.

Below is a special offer for new members until December 31st, 2025:



*MEMBERSHIP REQUIRES DUES TO BE PAID TO BE RECOGNIZED IN EHRA SYSTEMS AS A MEMBER.

LET US RECOGNIZE YOU OR A TEAM MEMBER! IF YOU HAVE A FUN PHOTO OR KNOW OF AN ACCOMPLISHMENT OF ONE OF OUR MEMBERS, PLEASE SEND THEM TO ABBIEG1776@GMAIL.COM TO SHARE IN THE NEWSLETTER.



CLASSIFIEDS: JOB POSTINGS & HELP WANTED ADVERTISEMENTS

Help Wanted Advertisements

Companies, Recruiters, and Human Resources Professionals who are seeking applicants for human resource positions may place "Help Wanted" advertisements on the EHRA website. The advertisement, which will run for 30 days, will appear on the EHRA Jobs webpage that can be viewed by the general public. This option also provides additional reach with posts made on the EHRA Facebook, Twitter, and LinkedIn social media pages.

The following rates apply for "Help Wanted" Advertisements:

- EHRA Members: $100/30 days
- Non-EHRA Members: $200/30 days
- Staffing Agencies: $250/30 days

To place a "Help Wanted" job listing, please visit our website and complete the online form. The Communication Chair will review the submission and contact the employer submitting the application. Once the posting has expired, the Communications Chair will contact the employer with an invoice and information on payment.

Job Wanted Advertisements

Members of EHRA who are seeking new career opportunities may place "Job Wanted" advertisements on the EHRA website. The listing, which will run for 30, will appear on the Job Link webpage viewed only by active EHRA members who are logged into the website. If the EHRA member placing this advertisement would like for the listing to be confidential, the EHRA Communication Chair will serve as liaison between the member and interested employers.

These advertisements are free of charge for EHRA members.

All Aboard for the HR Conference Cruise!

March 16-21, 2026

Get ready to mix learning, networking, and adventure on the 2026 HR Conference Cruise, happening March 16 –21, 2026, aboard Royal Caribbean's Explorer of the Seas!

Departing from Port Canaveral, FL and stopping in Labadee and Perfect Day at CocoCay, Bahamas, this one-of-a-kind event brings together HR professionals from across the country for:

 Dynamic HR sessions and speakers

 Recertification credits (SHRM & HRCI)

 Fun networking events and time to relax

Whether you're looking to grow professionally or just need a mid-March escape, this cruise has it all.

 Cabins are going fast—register today and secure your spot!

https://lnkd.in/gt9RRSBM



Don't miss this months meeting with:

2025 Annual EHRA Conference

Wednesday October 22nd

7:30 am to 4:45 pm

What's Happening at EHRA

Hope to see everyone at the Annual EHRA Conference Wednesday October 22nd

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