

June 2023

Updates & News



In observance of Juneteenth, OCCC will be closed on Monday, June 19, 2023. If you're unfamiliar with the significance of this holiday, the Smithsonian's Museum of African American History and Culture has a short write-up about the holiday that you should read [here](#).

New Employees

Shane Braig
TRiO Educational Opportunity
Center Transition Coach

Aleidi Carrillo
Library Circulation Assistant

Randy Garner
Campus Police Officer

Lauren Martin
Lead Registration Specialist

Sarita Smith
Director of Employee Relations

Brandon Thomas
HR Recruiting and Onboarding
Coordinator

Upcoming Events
Juneteenth - June 19 - Campus Closed
Independence Day - July 4 - Campus Closed

Professional Development

Current Workshops

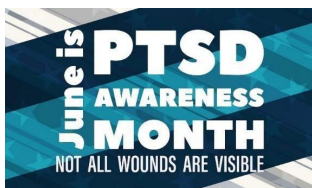
Organizational Development offers division training. Options consist of any workshops currently taught on campus or new topic requests. The process includes a needs analysis and custom learning plan. Change management and strategic communication plans support goal achievement and employee engagement.

- Civility
- Civility: Stop the Gossip
- Effective Communication
- Emotional Intelligence Part 1
- Productive Conflict Management
- What is DEI?
- Inclusive Terms: Sexuality and Sexual Orientation
- Inclusive Terms: Gender Identity and Expression
- Interviewer Bias Awareness (Hiring Managers and Search Committee Members)

Email HRTraining@occc.edu with current FY-24 requests. Our collaborative and holistic approach is key to positive outcomes. Let's create solutions together.

Cultivate Inclusion

The month of June brings multiple awareness opportunities:

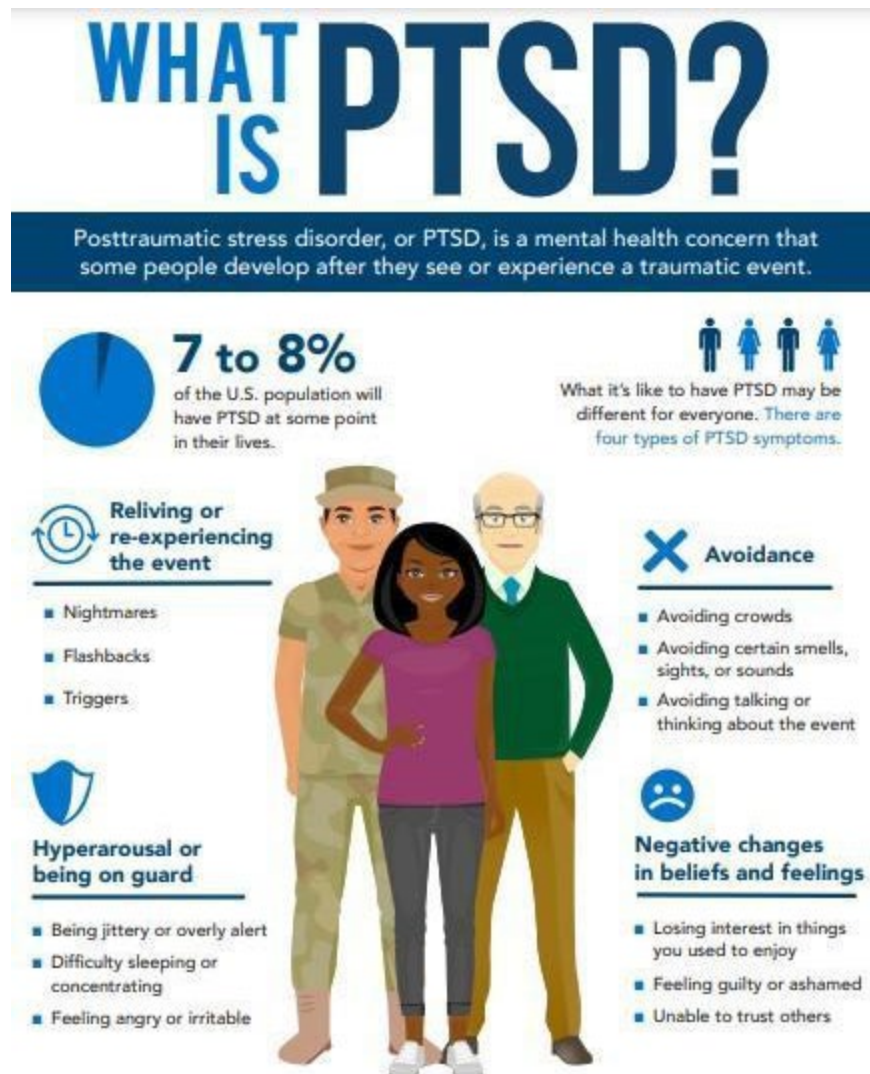


Facts:

There are two types of trauma and they range in the severity of the causes and triggers: the 'Big T' is any type of trauma that has occurred due to a life-threatening situation like wars, natural disasters, physical assault, etc., while the 'Small t' is caused due to a disturbing event that is not life-threatening like

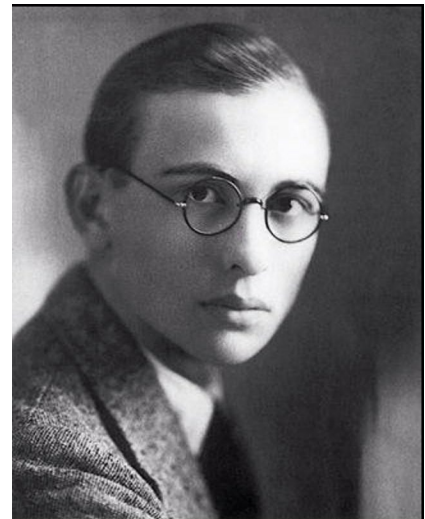
divorce, abrupt relocation, financial woes, etc.

Women are twice more likely to suffer from PTSD than men due to a sexual assault/trauma event.



June is 2SLGBTQIA+ Pride Month! One way to celebrate is by visiting the Lynn Riggs Exhibit at the [Claremore Museum of History](#) in Tulsa.

Lynn Riggs, distinguished playwright and poet, was born on August 31, 1899, a few miles south of Claremore in Indian Territory. The famous movie actress, Bette Davis, believed Riggs to be “one of the most important contributors to the American theatre.”



Lynn Riggs was a member of the Cherokee Nation, he was a ranch hand, served in the Army, went to the University of Oklahoma, a teacher and gay.

Lynn is also author of the playwright, *Green Grow the Lilacs* that one of the most beloved musicals is based on: *Oklahoma!*



Activity: Dive into Caribbean cuisine. Find a recipe for jerk chicken/vegetables, Jamaican Sorrel (Hibiscus) drink, or coco bread. Travel by taste in the comfort of your home.

Facts:

*The census from June 2018 reported almost 13.2 million Caribbean-Americans across the US.

*One of the Founding Fathers of the United States, Alexander Hamilton, was originally from the Caribbean island of Nevis.

*There are over 2,000 Caribbean islands



PREGNANT WORKERS FAIRNESS ACT (PWFA)

WHAT IS PWFA?

The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide “reasonable accommodations” to a qualified worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.” An undue hardship is defined as causing significant difficulty or expense.

“Reasonable accommodations” are changes to the work environment or the way things are usually done at work.

WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?

- Being able to sit or drink water
- Receiving closer parking
- Having flexible hours
- Receiving appropriately sized uniforms and safety apparel
- Receiving additional break time to use the bathroom, eat, and rest
- Taking leave or time off to recover from childbirth
- Being excused from strenuous activities and/or exposure to chemicals not safe for pregnancy



WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include:

- Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC))
- The ADA which prohibits employment discrimination based on disability (enforced by the EEOC)
- The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child (enforced by the U.S. Department of Labor)
- The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor)



Learn more at www.EEOC.gov/Pregnancy-Discrimination.

We're Hiring

Interpreter & Disability Student
Advisor

Student Conflict Resolutions
Coordinator

Assistant Director of TRIO Student
Support Services

Professor of EMS & Clinical
Coordinator

Coordinator of Training and Quality
Assurance

Professor Of Nursing

Director of Enterprise Resource
Planning (ERP)

Student Positions

Adjunct Positions

For other opportunities not listed visit: www.occcjobs.com

Years of Service

15 years:

Zachary Austin

Deborah Hefner

5 years:

Gerardo Thompson

1 year:

Ryan Oates

Christina Gray

Keri Weber

June Brain Teaser

Why did the banana wear sunscreen?

Answer: they didn't want to peel!

May Brain Teaser Answer: Luis spent \$25 at the OCCC bookstore

WELLNESS



BlueCross BlueShield of Oklahoma

Give Your Joints a Drink of Water



Want to save yourself a lot of pain and money? Water your joints.

- Skip sodas and energy pick-me-ups
- Sip refreshing H₂O throughout the day
- Drink more when temps heat up

Water makes up 80 percent of the tissue that cushions your joints.

Source: Cleveland Clinic: 5 Best Ways to Safeguard Your Joints as You Age. Cleveland Clinic, 2020.
Blue Cross and Blue Shield of Oklahoma, a Division of Health Care Service Corporation. Oklahoma City Community College.
a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association. 9100749.0522

BlueResourceSM – Better Living – Fending Off Joint Replacement



EMPLOYEE ASSISTANCE PROGRAM

Six free, confidential face-to-face sessions or unlimited phone counseling - for you and your family!

OCCC EAP provider: SupportLinc

Supportlinc@curalinc.com

www.supportlinc.com

Access Code: occc

1-888-881-5462

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View this email [online](#).

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