



FOR IMMEDIATE RELEASE

Smart Practices Webinar: Avoiding Conscious And Unconscious Discrimination In Hiring

SmartSearch partners with attorney, Jonathan Segal to discuss effective ways to avoid legal traps when hiring.

OCEANSIDE, CA March 15, 2016 – Advanced Personnel Systems, Inc. (APS), the makers of SmartSearch®, announces the second Smart Practices webinar of 2016 in its event series for recruiters, staffing, and human resources professionals. On Thursday, April 14, 2016 at 9am PST / Noon EST, featured guest speaker and attorney, Jonathan Segal, Managing Partner with Duane Morris, LLP will discuss the critical value of how companies can attract and promote a diverse workforce, while managing conscious and unconscious bias using effective systems and processes.

Employment agencies and corporate employers will obtain advice on practical tips for what can and cannot be asked during the interview process, as well as how to avoid common legal traps where conscious and unconscious bias may happen. Further, this presentation will address how conscious and unconscious bias may interfere with an organization's ability to achieve its full potential relative to diversity initiatives.

“Not only is it morally reprehensible, but it's also bad for business. Any organization that places unwarranted barriers between themselves and skilled individuals is doing a disservice to their company, the job candidate, the profession of recruiting, and in regards to discrimination, setting themselves up for potential litigation. In today's workplace there is no room for discrimination and bias,” states Doug Coull, CEO, APS.

ADVANCED PERSONNEL SYSTEMS, INC.

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“Every employment agency and employer is looking for top notch talent. What we do to avoid legal liability is also what we do achieve our business goals. Discrimination is not just illegal but also bad business. No business can survive, let alone thrive, without tapping into the talent of diverse communities. This webinar will focus on how we can meet -- and go beyond -- the legal imperative when it comes to hiring and recruiting,” says Jonathan Segal.

Webinar space is limited, with SmartSearch users given preference. To register visit <https://attendee.gotowebinar.com/register/8942999143727276034>

SmartSearch® partners with subject matter experts to present “smart practices” webinars throughout the year. These informative and timely webcasts are presented as a value-added service for users of SmartSearch, and are open to members of the human resources, recruiting and staffing community.

About SmartSearch®: Since 1986, Advanced Personnel Systems, Inc. leads the way in the development and deployment of quality talent management and recruiting solutions. Having pioneered the field of resume-scanning-based recruiting solutions, APS is a recognized innovator in on-demand technology and recruitment data management. Its signature product, SmartSearch® serves over 250,000 users and 25 million job seekers worldwide. For more information, visit: <http://www.smartsearchonline.com>

About Jonathan Segal: Jonathan A. Segal is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. Jonathan is also the Managing Principal of the Duane Morris Institute. An accredited HRCI and CLE provider, The Duane Morris Institute provides seminars and webinars on employment, labor, immigration and benefits issues. Jonathan has been cited as a national authority on employment issues in articles in The Wall Street Journal, The New York Times, Fortune, The Los Angeles Times, The Washington Post, CNN, Business Week and Money, among others. For more information, visit: <http://www.duanemorris.com>

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