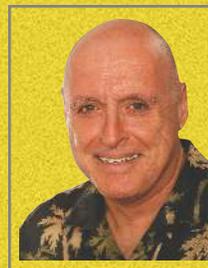


THE EXTRA POINT

BY JERRY ROBERTS



737 Don't Get Canceled

The cancel culture is having a field day in America right now. I'm Jerry Roberts, and there's a business lesson here which you cannot miss, coming next, on The Extra Point.

By now, you're familiar with Donald Trump's social media accounts being terminated. You might know that former congressman and libertarian Ron Paul, age 85, a clear thinker and no threat to anyone, had his Facebook account yanked when he editorialized that censorship of this nature was wrong.

Facebook said Paul had repeatedly violated their rules, so they pulled his account, too. There's no evidence to back Facebook's claims, but Facebook does what it wants to do, without worry of repercussions. If your posts have drawn warnings or persistent fact checks, you might be next.

Sen. Josh Hawley of Missouri, challenged the electoral college results of the recent presidential election. This is guaranteed by The Constitution, and it's been done before. California senator Barbara Boxer did it in 2004, objecting to the results that gave George W. Bush the electoral win in Ohio.

Boxer was praised by House Speaker Nancy Pelosi at that time, saying America was, "Witnessing democracy at work." Pelosi called Hawley's action an assault on democracy. Wasn't it the same thing?

Hawley has written a book entitled, *The Tyranny of Big Tech*. Wow, is that ever timely? It's all set to be published, then Simon & Schuster, the publisher, canceled it.

They said they couldn't support Hawley after "his role in what became a dangerous threat." His role? All he wanted was for Congress to take a breath, and to investigate some of the evidence of voter fraud. That was it. He didn't call for demonstrations, yet he got canceled.

So what's happening here? Fear. Simon & Schuster feared backlash from the Democrats, who now have all the political power in America for at least the next two years. People not violating social media rules...canceled. People following America's most prized document, The Constitution...canceled.

Now here's the business lesson. Congress, social media, and corporations are free to do these things, and that's highly unfortunate. They can be hypocrites, They can have double standards. On the other hand, there are circumstances that can get you in hot water, if you do the same kind of thing. You can't have double standards in how you deal with people.

Have you got an employee handbook? Do each of your managers and supervisors know what's in it? Do you know, and do they know, that they're responsible to know, and to protect the rules and guidelines set forth by your handbook?

Over the years, I've received a few calls from companies whose managers had not followed the rules. Somebody challenged them over it, and now there was worry about a potential lawsuit. It's not a frivolous thing.

Settlements and lawsuits are expensive, and some companies have had to pay dearly for the missteps of managers who didn't know the rules...what's in that employee handbook. or maybe they figured, "I know the book says *this*, but it won't hurt if I make an exception, just this once."

We're in the second week of January. It would be a great idea if your HR folks set up a little class to go over the book, and how not to get the company in trouble — and you put your leaders through that short class before the end of this month.

(Con't.)

What you don't want to do is ask a question like, "Do you know the handbook?" It's almost a sure bet they'll tell you they do. You want to ask specific questions to make certain they know.

And if you have employees but no handbook, nothing in writing that sets forth the rules your company operates under with respect to workers, get with an HR specialist and get one made up. If you don't and things go wrong, you may end up seeing your business canceled.

That's The Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on training and consulting services with Jerry Roberts, please click this link: guamtraining.com

