

Practical HR: How to Navigate Employment Law Myths and Landmines

As a human resources (HR) professional, you are expected to be an expert on employment law and HR practice. With hundreds or even thousands of potentially applicable employment laws, where do you start? Join us for this daylong, interactive program where you learn the basics of both employment law compliance and human resources practice. At the end of this program, you have the tools to help your organization spot and avoid high-risk employment matters, as well as some practical tips for managing issues that do arise.

This course is preapproved by the Society for Human Resource Management for seven Professional Development Credits (PDCs) toward the SHRM-CP or SHRM-SCP.

The Labor Management and Unions: Exploring the Fundamentals of Labor Relations and the Law program provides training and practice in the skills and techniques you will use to:

- Identify high-risk human resources employment law matters
- Recognize high-risk human resources employment law matters within your organization
- Implement practical tips for managing high-risk human resources employment law matters that do arise

Course Outline

- I. Spotting Employment Law Risks**
 - II. Avoiding and Managing Employment Law Risks**
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I. Spotting Employment Law Risks

- Hiring and Paying Employees
- Discrimination and Harassment
- #Metoo
- Religious Discrimination and Accommodation
- Age Discrimination
- Disability Discrimination, Accommodation Issues and Leaves of Absence
- Other Employment Risks

II. Avoiding and Managing Employment Law Risks

- Failing to Act
- Policies, Postings and Training
- Conducting Investigations
- Corrective Action and Discipline
- Avoiding Retaliation Claims
- Managing Employee Conflict
- Managing Performance Issues
- Ending the Employment Relationship