



Collaborative Measures | Conflict Resolution

Alternative Dispute Resolution | Employment Compliance, Audits & Training | Workplace Investigations

HR Compliance and Employment Law Training and Audits

KS Branigan Law P.C. offers a robust compliance training program focused on navigating a variety of issues that arise throughout the employment relationship, from recruiting and hiring to termination. This program is now also offered in a *virtual format*. Employee Handbooks and Job Descriptions require updating given evolving legal protections in the current climate.

Trends and current landscape include:

- COVID-19 Compliance, including Health, Safety, Discrimination, Accommodations & Whistleblower/Retaliation Concerns
- Black Lives Matter Movement, Unconscious/Implicit Bias & Microaggressions
- Off Duty Conduct (*i.e.*, Social Media, Protests) & Privacy/Constitutional Issues
- Recent NLRB Decisions impacting Employer Rules
- #MeToo Legal Implications including EEOC Update, Investigation Best Practices and Expanded Sexual Harassment Protections

This training includes the below topics:

- Recruiting, Interviewing, Hiring, Background Checks
- Discipline, Demotions, Promotions
- Compensation, Raises, Salary Inquiry Ban
- Harassment/Discrimination Complaints
- Performance Improvement Plans (PIP)
- Reasonable Accommodations, Disabilities, Medical Exams, Tests, Inquiries (including COVID-19)
- Drug Use & Testing
- Medical Marijuana
- Whistleblower Concerns
- Safety, Health, Worker Injuries
- Medical, Family and Sick Leaves
- Overtime, Misclassification
- Job Descriptions
- Performance Evaluations
- Reorganizations, Layoffs, Terminations



The target audience for this program is legal, compliance, human resources, senior leaders, and managers/supervisors at a variety of levels. The program runs approximately 3 hours.

KS Branigan Law P.C. also conducts employment audits to ensure compliance with the numerous substantive employment law obligations and notices, posting requirements, policies, and record-keeping requirements.

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