



WORKPLACE TOOLS FOR MANAGING THE LAW™

Compliance Perspective: A long time ago, the courts warned all employers that “leaving managers in ignorance of the basic features of employment laws is an ‘extraordinary mistake’ for a company to make, and a jury can find that such an extraordinary mistake amounts to reckless indifference.” *Mathis v. Phillips Chevrolet, Inc.*, 269 F3d 771 (7th Cir. 2001). And, today the courts have broadened a company’s employment law compliance obligations beyond managers and supervisors to include executives, HR professionals and even the highest level of persons in charge at the local worksite.

Description and Core Competencies: This highly engaging and interactive compliance course provides all managerial and supervisory employees with the opportunity to acquire, practice, and master the daily workplace compliance tools they need throughout the course of the employment relationship from hiring through termination based on federal, state and local laws and U.S. Equal Employment Opportunity Commissions (EEOC) regulations and guidance. The training also focuses specifically on your organization’s employment and HR policies including your critical reporting and escalation procedures that facilitate centralized compliance.

The course content includes, but is not limited to, the following employment laws: National Labor Relations Act of 1935 (NLRA), Equal Pay Act of 1963 (EPA), Fair Labor Standards Act of 1938 (FLSA), Title VII of the Civil Rights Act of 1964 (Amended 1991), Age Discrimination in Employment Act of 1967 (ADEA), Pregnancy Discrimination Act of 1978 (PDA), Immigration Reform and Control Act of 1986 (IRCA), Americans with Disabilities Act of 1990 (ADA), Family and Medical Leave Act of 1993 (FMLA), Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), National Defense Authorization Act of 2008 (NDAA), ADA Amendments Act of 2008 (ADAAA), Genetic Information Nondiscrimination Act of 2009 (GINA), Lilly Ledbetter Fair Pay Act of 2009, California Leave Laws, including, but not limited to: Voting Leave, Literacy Accommodation, Kin Care, School Activities Leave, Jury/Witness Duty, Voluntary Services Leave, Leave for Suspended or Expelled Children, Lactation Accommodation, Worker’s Compensation, Leave for Religious Reasons, Victims of Crime, Drug/Alcohol Rehabilitation, Family Rights Act, Pregnancy Disability Leave Law, Paid Family Leave, Leave for Domestic Violence/Sexual Assault, Fair Employment and Housing Act.

Recommended for: All levels of leadership including: Executives, Middle and Front-line Managers, Supervisors, Team Leaders, HR Professionals and Law Departments.

Length and Delivery: Full-day and may be customized based on the training solution that best fits your workplace. Leader-led delivery.



WHAT IS **clicks&sticks**[®] training?

Only Mindy Chapman & Associates LLC provides the proprietary Workplace Training That Clicks & Sticks[®]. Clicks & Sticks[®] Training takes complex legal concepts and distills them down into practical compliance tools for all levels of the workforce. This unique methodology immediately benefits your organization because the customized training is always relevant to the participants’ daily conduct (so it Clicks) and memorable long after the training ends (so it Sticks). Clicks & Sticks[®] Training helps employees to quickly acquire compliance information, develop and practice their new compliance skills and ultimately demonstrate mastery of the laws and your policies as they apply in your workplace. Our training provides the highest return on investment of your training dollars because while every organization needs an effective compliance training program in the classroom; it must be sustainable back in the workplace to be valuable. Clicks & Sticks[®] Training helps organizations avoid liability, minimize risk, retain talent and create a culture of respect that values diversity and inclusion.



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