

## IT'S THE LAW

### The Legal Side of Management

In the effort to prevent employee lawsuits, are your managers assets or liabilities? By providing them the knowledge and tools to handle workplace issues effectively, this program turns managers into a frontline defense against costly litigation. Armed with an understanding of the critical legal issues facing them today, your managers will take a wealth of practical knowledge back to their departments.

#### About the Program:

Managers today are expected to do more than just supervise daily work activity. They are also legally obligated to understand and enforce company employment policies and procedures to reduce the chance of discrimination and lawsuits. This program uses a variety of workplace scenarios to illustrate that taking critical precautions and having a clear understanding of the law will minimize employment discrimination and maximize equal employment opportunity. Using *easily understood language and presenting real world solutions*, **It's the Law** covers:

- ADA
- Discrimination and Harassment
- Recruiting and Hiring
- Progressive Discipline and Termination
- Workplace Violence
- Workplace Privacy
- Substance Abuse
- Family Medical Leave Act

#### After completing the Workshop, participants will understand:

- How equal employment laws protect employers
- How to learn, follow and enforce policies and procedures
- How to act with fairness, consistency and respect
- How to document important decisions and actions

**Target Audience: Managers and Supervisors**

**Course Length: 1, 2.5 and 4 Hour Options**